

Results of Operations for the Fiscal Year Ended March 31, 2025(FY3/25)

May 9 ,2025

QUICK CO.,LTD.

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

- 01** **FY3/25 Summary of Results**
- 02** **FY3/26 Consolidated Earnings Forecast**
- 03** **Shareholder Return and Capital Efficiency**
- 04** **Medium-term Management Plan**

- 01 FY3/25 Summary of Results**
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- 03 Shareholder Return and Capital Efficiency
- 04 Medium-term Management Plan

FY3/25 Consolidated Financial Highlights 1



Operating profit and
ordinary profit declined due
to business investment.

Net sales and net
income reached
record highs!

Net sales

32.5 billion yen

YoY +10.2%

Operating profit

4.53 billion yen

YoY (8.7%)

Ordinary profit

4.61 billion yen

YoY (8.3%)

Profit attributable to owners
of parent

3.58 billion yen

YoY +2.2%

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: 1.29x in March)
- ✓ 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

FY3/25 Consolidated Financial Highlights by Segment

- In the mainstay Human Resources Services Business, net sales grew steadily despite a decrease in profit due to the impact of investment in the nursing domain!
- In Recruiting Business, profits increased significantly due to the success of productivity-enhancing initiatives!
- In Overseas Business, although profits declined due to the impact of increased overhead costs associated with the expansion of bases, net sales increased significantly!

Business	Net sales	Operating profit
Human Resources Services	22,744 million yen YoY +10.2%	3,924 million yen YoY (11.5%)
Recruiting	3,430 million yen YoY +5.8%	884 million yen YoY +58.2%
Local Information Service	2,670 million yen YoY +7.2%	362 million yen YoY +5.5%
HR Platform	1,247 million yen YoY (5.6%)	588 million yen YoY (13.6%)
Overseas	2,408 million yen YoY +33.7%	134 million yen YoY (20.9%)

* The segment name has been changed from "Information Publishing Business" since the fiscal year ended March 31, 2025.

*Operating profit adjustment was (1,361) million yen.

Consolidated and Segment Results

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



- On January 31, 2025, We announced an upward revision to its forecast for the current period profit attributable to owners of parent due to the sale of cross-shareholdings.
- On April 22, 2025, We announced an upward revision to its earnings forecast and a revision to its dividend forecast (dividend increase).

(millions of yen)	FY3/25 Results	FY3/24 Results		FY3/25 Revised Plan	
		Results	YoY	Revised Plan* (announced on January 31, 2025)	Vs. Revised Plan
Net sales	32,501	29,487	10.2%	31,670	2.6%
Gross profit	21,384	19,910	7.4%	21,040	1.6%
Selling, general and administrative expenses	16,851	14,945	12.7%	16,550	1.8%
Operating profit	4,533	4,964	(8.7%)	4,490	1.0%
Ordinary profit	4,611	5,029	(8.3%)	4,523	2.0%
Profit attributable to owners of parent	3,583	3,505	2.2%	3,510	2.1%

* The revised plan announced on January 31, 2025 only includes "the current period profit attributable to owners of parent" which is changed from the plan at the beginning of the fiscal year.

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



	(millions of yen)	FY3/25 Results	FY3/24 Results		FY3/25 Revised Plan	
			Results	YoY	Revised Plan* (announced on January 31, 2025)	Vs. Revised Plan
Net sales	Human Resources Services Business	22,744	20,631	10.2%	22,420	1.4%
	Recruiting Business	3,430	3,242	5.8%	3,385	1.3%
	Local Information Service Business	2,670	2,491	7.2%	2,567	4.0%
	HR Platform Business	1,247	1,321	(5.6%)	1,323	(5.8%)
	Overseas Business	2,408	1,801	33.7%	1,972	22.1%
	Total	32,501	29,487	10.2%	31,670	2.6%
Operating profit	Human Resources Services Business	3,924	4,435	(11.5%)	3,881	1.1%
	Recruiting Business	884	559	58.2%	690	28.1%
	Local Information Service Business	362	343	5.5%	349	3.7%
	HR Platform Business	588	680	(13.6%)	629	(6.5%)
	Overseas Business	134	170	(20.9%)	171	(21.4%)
	Adjustment	(1,361)	(1,224)	—	(1,232)	—
	Total	4,533	4,964	(8.7%)	4,490	1.0%

* The revised plan announced on January 31, 2025 is due to the occurrence of extraordinary income / losses, so there is no change from the initial plan for net sales and operating profit in each segment.

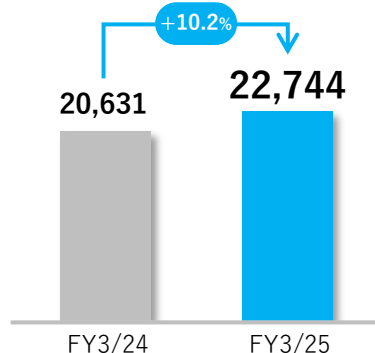
FY3/25 Segment Results (Human Resources Services Business)

Operating Environment

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

Net sales

(millions of yen)



Factors for Changes in Net Sales

Personnel Placement | Increased by 1,814 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 the construction management engineer)



Automotive Jobs
(Career change site for the automotive industry)

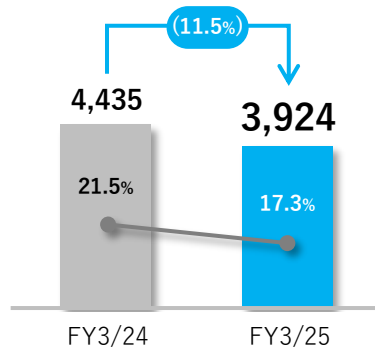


Answers
(The Answers website is for people at pharmaceutical companies looking for a different job)

Operating profit

(millions of yen)

● : Operating margin



Temporary staffing | Increased by 205 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 55 million yen YoY

- Increased revenue as the capacity is almost fully occupied!



Koguma-no-Mori Daycare Center in Kitanoda

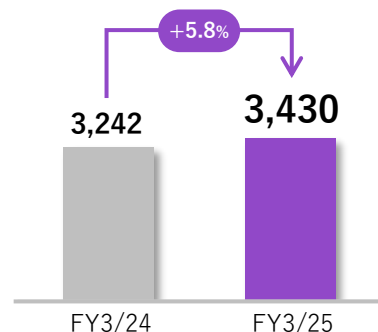
FY3/25 Segment Results (Recruiting Business)

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 logistics and welfare fields, and in major chain stores (restaurants, retail, sales, etc.).

Net sales

(millions of yen)



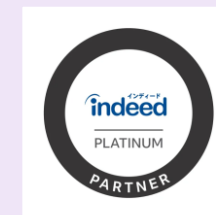
Factors for Changes in Net Sales

Recruiting advertising / Event | Decreased by 865 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 Recruit's media.

Indeed | Increased by 914 million yen YoY

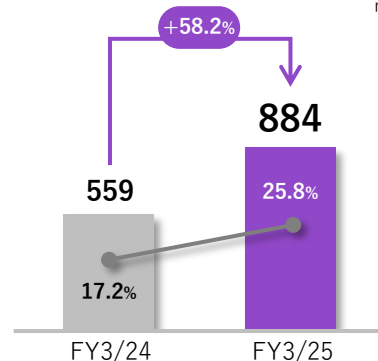
- Increased migration of job postings from stand-alone job media to Indeed PLUS.
- New business development is progressing well, contributing to sales growth.



Operating profit

(millions of yen)

● : Operating margin



Recruiting consultation-related | Increased by 5 million yen YoY

- Solid performance in the consulting domain, including planning for hiring new graduates and interviewer training



The Saiyo Salon
(Information of services for recruiting consultation)



STRUCT ACADEMY
(Workshop for learning about the framework of recruiting strategies)



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

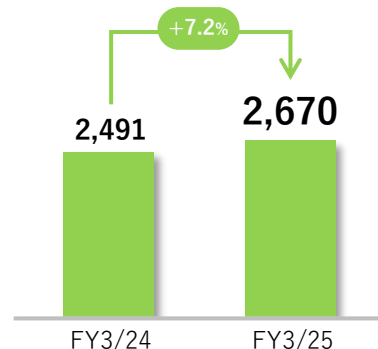
FY3/25 Segment Results (Local Information Service Business)

Operating Environment

Sales promotion ad from restaurants and shops remained strong. Job advertising is moving from print to Indeed. Housing advertising struggled due to the impact of soaring materials prices and rising loan interest rates, but housing events performed well.

Net sales

(millions of yen)



Factors for Changes in Net Sales

Lifestyle information magazines | Decreased by 24 million yen YoY **Indeed** | Increased by 96 million yen YoY

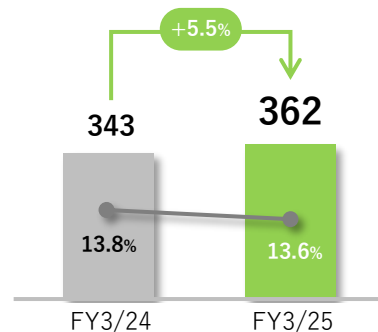
- Revenue in lifestyle information magazines decreased due to a reduction in the handling of job advertisements due to the transition to Indeed and a reduction in the handling of housing advertisements due to the impact of soaring materials prices and rising interest rates, despite an increase in the handling of sales promotion ad.
- Indeed reported higher revenue due to efforts to acquire new customers in addition to shifting customers away from print media.



Operating profit

(millions of yen)

● : Operating margin



Consulting | Increased by 40 million yen YoY

- The career change assistance, which is a focus area, expanded steadily due to the success of strengthening the sales structure!



Cococolor Tenshoku

Posting | Increased by 47 million yen YoY

- Sales increased due to the opening of new stores and strong demand for recycling-related projects!



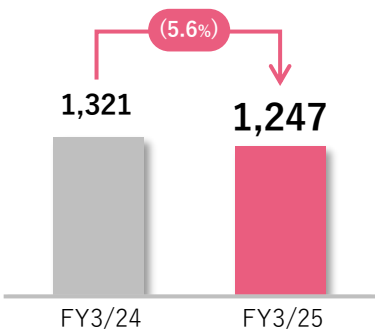
FY3/25 Segment Results (HR Platform Business)

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

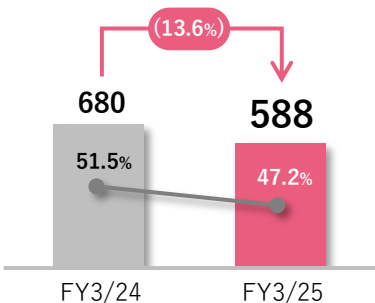
(millions of yen)



Operating profit

(millions of yen)

● : Operating margin



Factors for Changes in Net Sales

Nihon no Jinjibu related service | Decreased by 66 million yen YoY

- Revenue decreased due to a decrease in the scale of advertising placements from HR Tech-related and recruitment service-related companies, despite an increase in the number of business partners.



Nihon no Jinjibu
(A community knowledge website with various types of information on HR issues)



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



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

Nihon no Jinjibu event-related

- The "HR conference" held in the spring and autumn and the "HR Round Table", a real exchange event for HR leaders held in the summer and winter, were strong due to strong needs for exhibitions by each company.



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



Nihon no Jinjibu
HR Round Table
(An in-person exchange event for HR leaders from various fields)

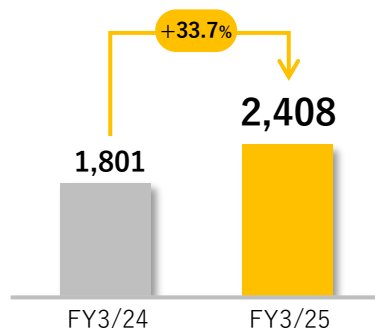
FY3/25 Segment Results (Overseas Business)

Operating Environment

In the U.S., there were some hiring postponements in anticipation of the impact of the presidential election. In Mexico, Japanese manufacturers have strong needs for the recruitment of interpreters and translators. Hiring needs in Europe also remained strong. In Asia, the economies of Vietnam and Thailand are recovering, and sales are expanding.

Net sales

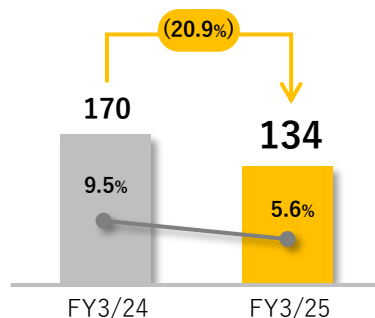
(millions of yen)



Operating profit

(millions of yen)

● : Operating margin



Factors for Changes in Net Sales

USA |

Increased by 377 million yen YoY

U.K. |

Increased by 89 million yen YoY

Mexico |

Increased by 34 million yen YoY

Netherlands |

Increased by 91 million yen YoY

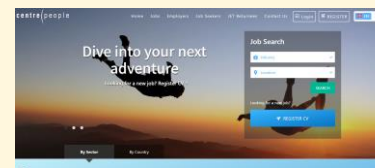
- Revenue in North and Central America and Europe increased significantly, but profit decreased due to increased expenses associated with aggressive recruitment and base development.



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 30 million yen YoY

Vietnam |

Increased by 11 million yen YoY

Thai |

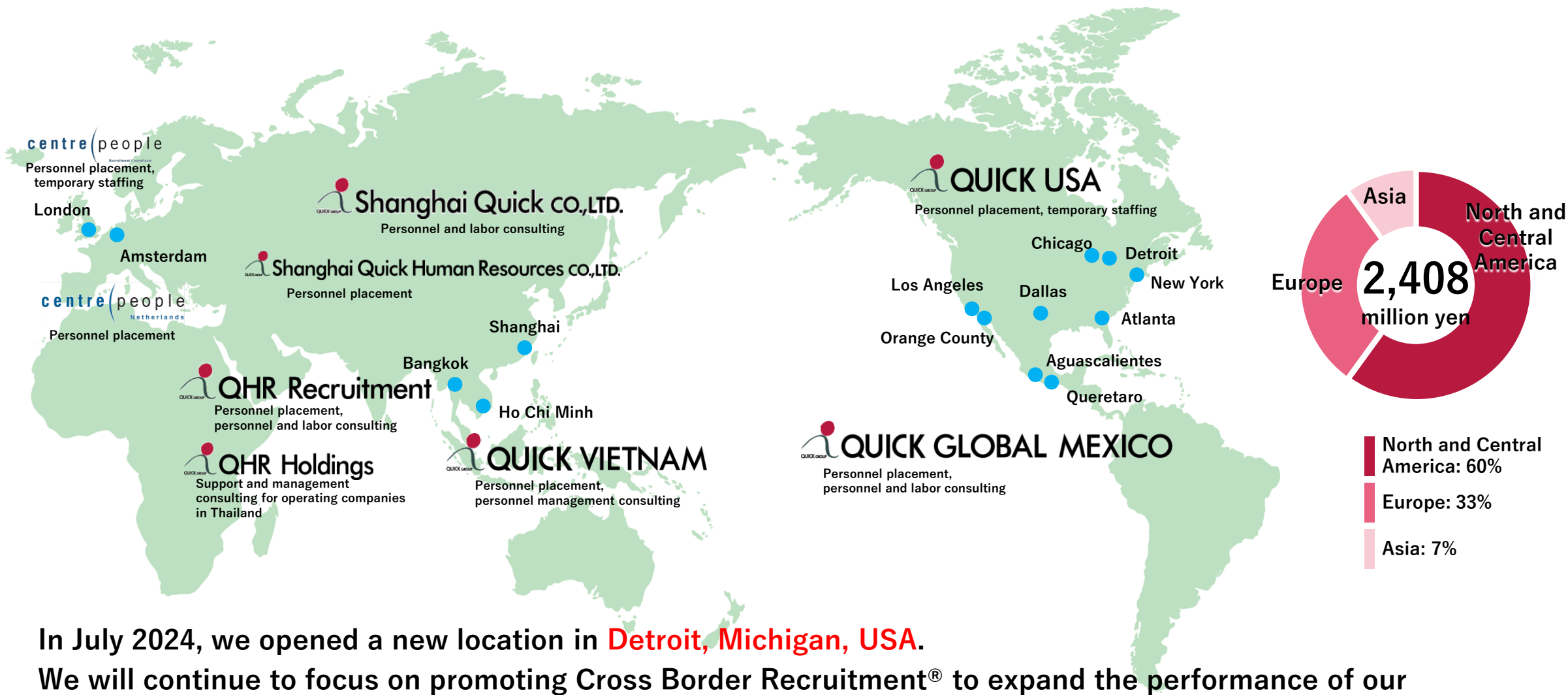
Increased by 32 million yen YoY

- Shanghai Withdrawal from Personnel Placement Solutions for Local Japanese Companies (Dissolution and Liquidation of Shanghai Quick Human Resources CO., LTD.)
- Vietnam Sales increased due to efforts to develop new customers and deepen relationships with existing customers.
- Thai Sales increased due to the strengthening of support for highly difficult to hire positions such as managers.

International career change support | Increased by 121 million yen YoY

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

FY3/25 Segment Results (Overseas Business 2)

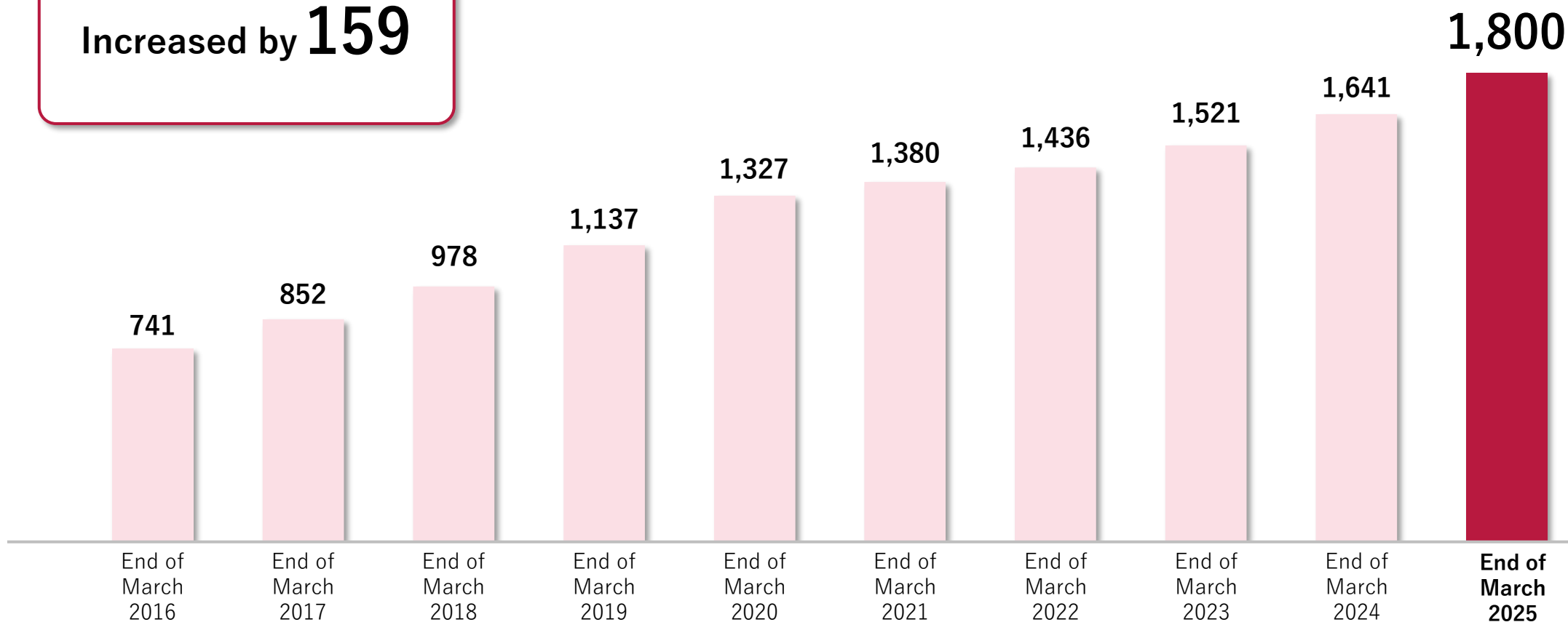


In July 2024, we opened a new location in **Detroit, Michigan, USA**. We will continue to focus on promoting Cross Border Recruitment® to expand the performance of our overseas business.

Number of Employees (Group-wide)

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

Increased by **159**



Topics

The "Kango-roo! Shukatsu" job search service for nursing students, which was newly launched in June last year, made steady progress.



We renewed our website in December 2024.

看護roo! 就活 合同説明会



Held 13 times a year in Tokyo, Osaka, Fukuoka, and other regions

In Recruiting Business, we have developed new companies that will post advertisements on the "Kango-roo! Shukatsu" website and new companies that will participate in the "Kango-roo! Shukatsu Job Fair".

* "Kango-roo! Shukatsu" is a new service launched in June 2024 after the acquisition of the "Career-tasu's nursing" business operated by Career-tasu, and is a project implemented in collaboration with Human Resources Services Business and Recruiting Business.

- A certain level of evaluation from both outside the Company and employees -

Selected as a constituent of the "JPX-Nikkei Mid and Small Cap Index" for the third consecutive year



What is the "JPX-Nikkei Mid and Small Cap Index"?

"The JPX-Nikkei Mid and Small Cap Index" is a stock index consisting of mid - and small-cap stocks that meet investment criteria such as efficient use of capital and investor-conscious management, with the concept of being a company that is highly attractive to investors. The calculation is conducted jointly by JPX Research Institute, Ltd. and Nihon Keizai Shimbun, Inc.

Highly rated by Openwork ranking



- **Best Companies to Work for 2025**
20th (20,484 target companies)
- **Overall rating ranking of the Human Resources service industry**
1st * (5,687 target companies)

We have a culture that actively supports the recruitment and challenges of young employees, and we have introduced hybrid work, flextime system, and sideline system to support flexible work styles.

*Source: OpenWork, an information platform for job seekers (as of February 2025)

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FY3/26 Consolidated Earnings Forecast

- In the financial results forecast for the fiscal year ending March 31, 2026, We expects to record an extraordinary income of approximately 1.07 billion yen from the sale of cross-shareholdings.
- We anticipate the risk of a reduction in hiring in Japan and overseas due to U.S. trade policies, etc.

(millions of yen)	FY3/25 Results		FY3/26 Full year plan	
	Results	YoY	Plan	YoY
Net sales	32,501	10.2%	33,970	4.5%
Gross profit	21,384	7.4%	22,970	7.4%
Selling, general and administrative expenses	16,851	12.7%	18,400	9.2%
Operating profit	4,533	(8.7%)	4,570	0.8%
Ordinary profit	4,611	(8.3%)	4,620	0.2%
Profit attributable to owners of parent	3,583	2.2%	3,700	3.3%
Dividend per share(yen)	96	+2	100	+4

FY3/26 Forecast by Segment

Net sales

Operating profit

(millions of yen)	FY3/25 Results		FY3/26 Full year plan	
	Results	YoY	Plan	YoY
Human Resources Services Business	22,744	10.2%	23,567	3.6%
Recruiting Business	3,430	5.8%	3,960	15.5%
Local Information Service Business	2,670	7.2%	2,776	4.0%
HR Platform Business	1,247	(5.6%)	1,194	(4.2%)
Overseas Business	2,408	33.7%	2,471	2.6%
Total	32,501	10.2%	33,970	4.5%
Human Resources Services Business	3,924	(11.5%)	3,864	(1.5%)
Recruiting Business	884	58.2%	1,003	13.5%
Local Information Service Business	362	5.5%	412	13.9%
HR Platform Business	588	(13.6%)	472	(19.7%)
Overseas Business	134	(20.9%)	166	23.7%
Adjustment	(1,361)	—	(1,350)	—
Total	4,533	(8.7%)	4,570	0.8%

FY3/26 Full Year Plan 1

Human Resources Services Business

(millions of yen)	FY3/25 Results	FY3/26 Full year plan
Net sales	22,744	23,567
Operating profit	3,924	3,864

- Although we expect the risk of a reduction in hiring in the manufacturing industry due to U.S. trade policies, etc., we expect overall sales to increase due to expansion in other Personnel Placement areas.
- Profit is expected to decrease due to continued investment in the utilization of mass promotion in the nursing field, as in the previous fiscal year.

Recruiting Business

(millions of yen)	FY3/25 Results	FY3/26 Full year plan
Net sales	3,430	3,960
Operating profit	884	1,003

- Strengthen proposals for the most suitable recruitment service for clients, with Indeed's proposals as the main axis
We will begin full-scale sales of recruitment media other than Recruit, such as "doda" and "inshokuten. com".
- Operation of the "Kango-roo! Shukatsu" website and "Kango-roo! Shukatsu Job Fair". We will also focus on developing new advertising destinations for the "Kango-roo! Tenshoku" pay-per-performance job offer service.

FY3/26 Full Year Plan 2

Local Information Service Business

(millions of yen)	FY3/25 Results	FY3/26 Full year plan
Net sales	2,670	2,776
Operating profit	362	412

- Consulting (Cococolor Tenshoku) will drive business performance, and we expect overall sales and profit to increase.
- Media services will expand by strengthening the handling of highly profitable online products while maintaining the lifestyle information magazines of paper media.
- We will strengthen our posting by stabilizing the distribution organization and expanding the distribution area.

HR Platform Business

(millions of yen)	FY3/25 Results	FY3/26 Full year plan
Net sales	1,247	1,194
Operating profit	588	472

- Overall, both revenue and profit are expected to decrease due to a decrease in online advertising revenue in "Nihon no Jinjibu" due to the impact of the reduction in advertising budgets from HR Tech companies and recruitment service-related companies.
- In the HR Event Business, the need for exhibitions remains strong and is expected to continue to grow. Also aim to generate sales by holding new HR events

Overseas Business

(millions of yen)	FY3/25 Results	FY3/26 Full year plan
Net sales	2,408	2,471
Operating profit	134	166

- Although the outlook for the U.S. and Europe is uncertain, we plan to increase sales.
- Sales in Mexico are expected to decline due to the risk of a reduction in hiring by Japanese companies due to U.S. trade policies, etc.
- Loss in Asian operations is expected to decrease due to the withdrawal of the Personnel Placement operations.

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FY3/26 Dividends Forecasts

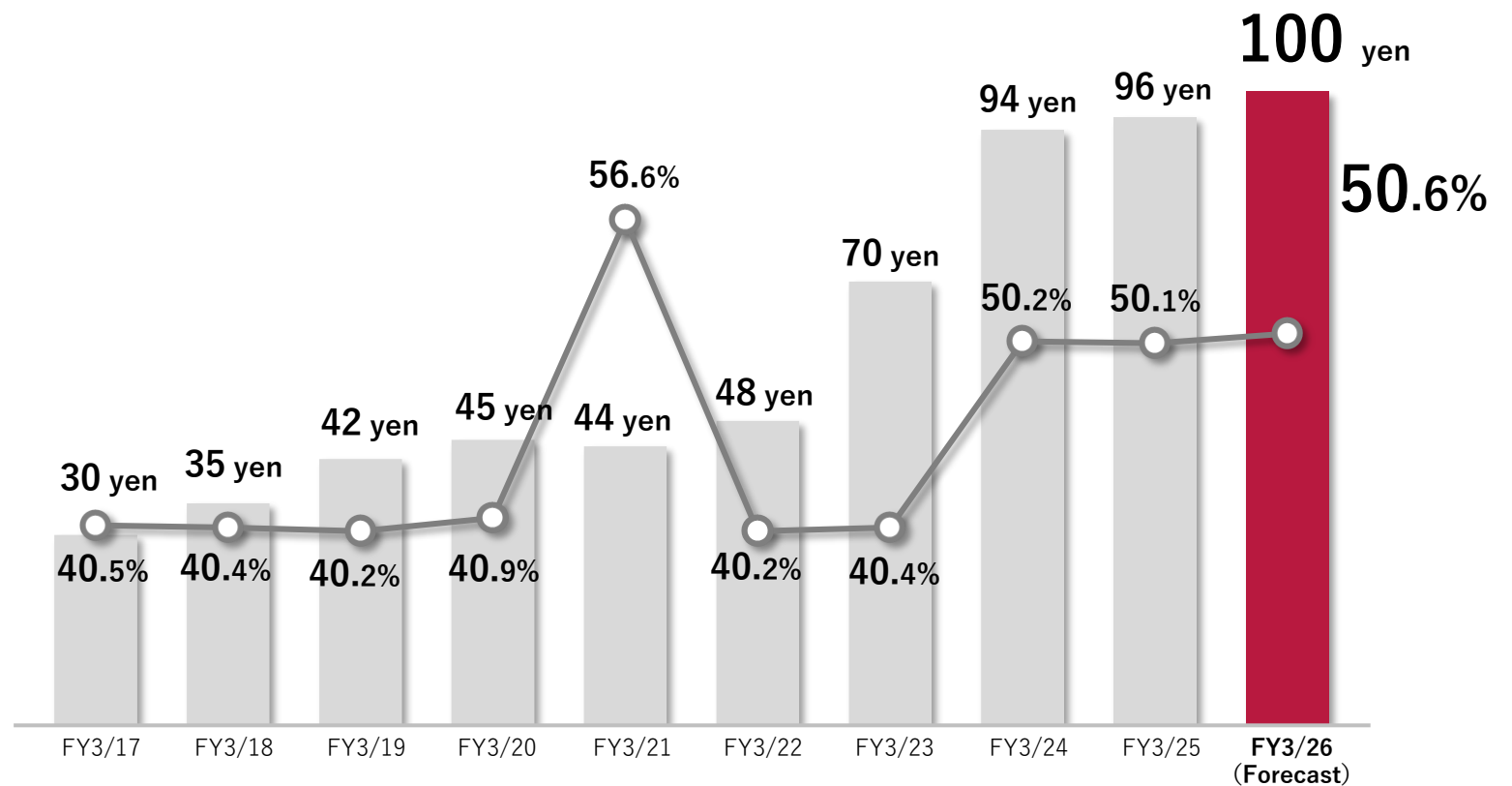
Dividends

100 yen

end of the first half : 50 yen,
fiscal year-end : 50 yen

Payout ratio

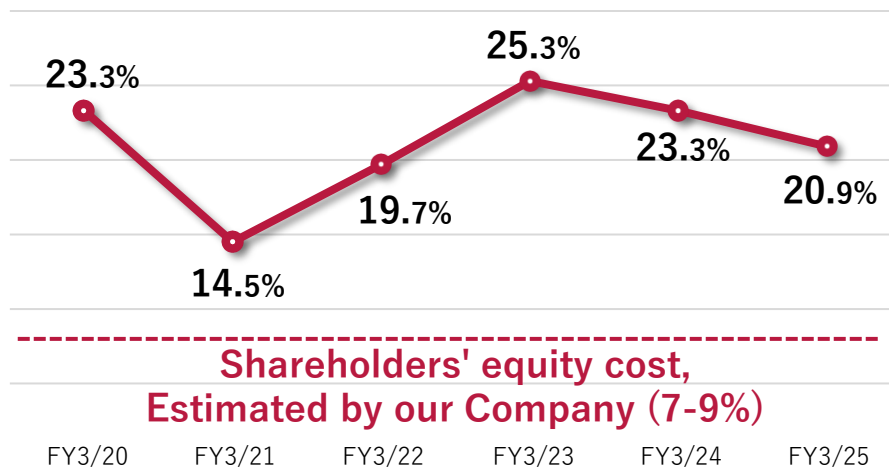
50.6%



Actions to Implement Management that is Conscious of Capital Cost and Stock Price

Return on capital

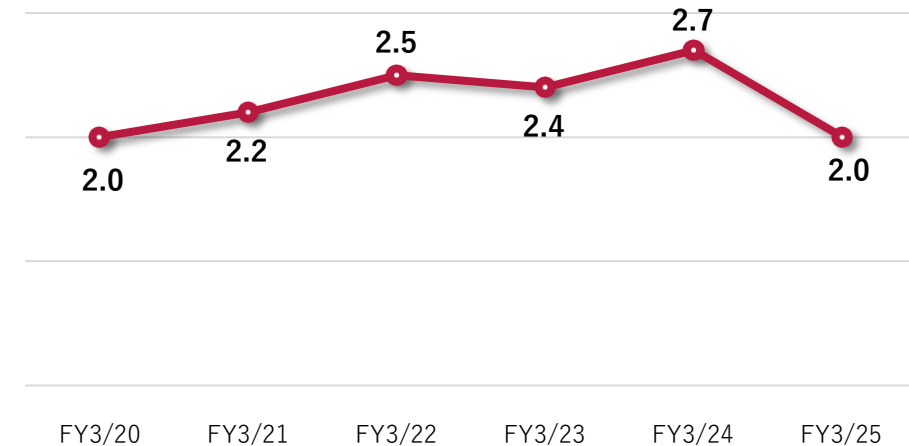
Trends in ROE



- ✓ The shareholders' equity cost is estimated to be around 7-9%. Our Company's ROE is 20.9%, which is well above that.
- ✓ Policy of striving to maintain or improve ROE at the current level

Corporate value

Trends in PBR



- ✓ Although our Company's stock has been at a standstill due to off-floor distribution of shares and a decline in ROE in February, we recognize that there is still room for further growth.
- ✓ While making more aggressive investments for growth, we will strengthen disclosure to investors and enhance our reputation in the market.

Appendix: Response to Review of TOPIX Target Stocks

- In FY3/25, the Company implemented the following initiatives to increase the free float weight in preparation for the review of the next TOPIX target stocks scheduled for October 2026.

✓ February 10, 2025: Off-floor distribution of shares

Off-floor distribution of 900,000 shares held by major shareholders

The application rate exceeded 22 times, and the distribution ended within the period.

This will also contribute to the improvement of the liquidity of our shares.

✓ March 12, 2025: Cancellation of treasury shares

The 247,900 shares held as treasury shares (equivalent to 1.3% of the total number of issued shares before cancellation) were canceled.

*Total number of issued shares after the cancellation: 18,850,676 shares

In FY3/26, we plan to continue working on measures to raise awareness of the TOPIX Index in order to raise the stock price in response to the next TOPIX review.

*Free float weight: An indicator that shows the percentage of shares that may be freely traded in the stock market

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Medium-term Management Plan



(millions of yen)	FY3/25 Results	FY3/26		FY3/27		FY3/28	
		Plan	YoY	Plan	YoY	Plan	YoY
Net sales	32,501	33,970	4.5%	38,000	11.9%	42,000	10.5%
Gross profit	21,384	22,970	7.4%	25,600	11.4%	27,950	9.2%
Selling, general and administrative expenses	16,851	18,400	9.2%	20,250	10.1%	22,000	8.6%
Operating profit	4,533	4,570	0.8%	5,350	17.1%	5,950	11.2%
Ordinary profit	4,611	4,620	0.2%	5,400	16.9%	6,000	11.1%
Profit attributable to owners of parent	3,583	3,700	3.3%	3,900	5.4%	3,965	1.7%

Medium-term Management Plan by Segment

Net sales

Operating profit

	(millions of yen)	FY3/25 Results	FY3/26		FY3/27		FY3/28	
			Plan	YoY	Plan	YoY	Plan	YoY
Human Resources Services Business		22,744	23,567	3.6%	26,413	12.1%	29,360	11.2%
Recruiting Business		3,430	3,960	15.5%	4,656	17.6%	5,175	11.2%
Local Information Service Business		2,670	2,776	4.0%	2,950	6.3%	3,151	6.8%
HR Platform Business		1,247	1,194	(4.2%)	1,318	10.4%	1,446	9.7%
Overseas Business		2,408	2,471	2.6%	2,660	7.7%	2,865	7.7%
Total		32,501	33,970	4.5%	38,000	11.9%	42,000	10.5%
Human Resources Services Business		3,924	3,864	(1.5%)	4,501	16.5%	4,828	7.3%
Recruiting Business		884	1,003	13.5%	1,087	8.3%	1,302	19.7%
Local Information Service Business		362	412	13.9%	419	1.5%	446	6.6%
HR Platform Business		588	472	(19.7%)	506	7.2%	566	11.8%
Overseas Business		134	166	23.7%	225	34.9%	251	11.8%
Adjustment		(1,361)	(1,350)	—	(1,389)	—	(1,444)	—
Total		4,533	4,570	0.8%	5,350	17.1%	5,950	11.2%

Appendix: Medium - to Long-term Investment Strategy

- We will actively pursue M&A, investments, and business alliances to achieve medium - to long-term business growth. The estimated budget is 6 billion yen (mainly utilizing cash on hand). The target fields are as follows.
- ✓ Areas that will lead to the strengthening of specialized Personnel Placement businesses
- ✓ Areas that will lead to the strengthening of nurse recruitment support
- ✓ Areas where we can increase the likelihood of client success in recruitment as a client agent
- ✓ Areas that will strengthen our development and marketing systems
- ✓ Areas that will lead to improved productivity in each division



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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.