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Summary of Consolidated Financial Results for the First Quarter of the Fiscal Year Ending March 31, 2026 (Three Months Ended June 30, 2025)

[Japanese GAAP]

July 31, 2025

Company name: QUICK CO., LTD.

Stock code: 4318

Representative: Ichiro Kawaguchi, President and Representative Director

Contact: Kenta Kijima, Director and Executive Officer,

General Manager of Administration and Accounting Division

Listing: Tokyo Stock Exchange, Prime Market

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Scheduled date of payment of dividend: –

Preparation of supplementary materials for financial results: None

Holding of financial results meeting: None

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

1. Consolidated Financial Results for the First Quarter of the Fiscal Year Ending March 31, 2026 (April 1, 2025–June 30, 2025)

(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	%
Three months ended Jun. 30, 2025	9,863	3.1	2,840	(5.8)	2,852	(6.1)	1,880	(10.5)
Three months ended Jun. 30, 2024	9,569	6.5	3,013	0.3	3,035	0.1	2,101	(0.2)

Note: Comprehensive income (millions of yen) Three months ended Jun. 30, 2025: 1,995 (down 21.4%)

Three months ended Jun. 30, 2024: 2,540 (up 9.8%)

	Net income per share	Diluted net income per share
	Yen	Yen
Three months ended Jun. 30, 2025	100.51	–
Three months ended Jun. 30, 2024	112.31	–

(2) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Jun. 30, 2025	24,796	18,914	76.3	1,010.90
As of Mar. 31, 2025	25,130	17,842	71.0	953.58

Reference: Shareholders' equity (millions of yen) As of Jun. 30, 2025: 18,911 As of Mar. 31, 2025: 17,838

2. Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	Year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended Mar. 31, 2025	–	47.00	–	49.00	96.00
Fiscal year ending Mar. 31, 2026	–				
Fiscal year ending Mar. 31, 2026 (forecast)		50.00	–	50.00	100.00

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

3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2026 (April 1, 2025–March 31, 2026)

(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	33,970	4.5	4,570	0.8	4,620	0.2	3,700	3.3	197.81

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

*** Notes**

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

(2) Application of special accounting methods for presenting 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: None

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

3) Changes in accounting estimates: None

4) Restatements: None

(4) Number of shares issued (common shares)

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

As of Jun. 30, 2025:	18,850,676 shares	As of Mar. 31, 2025:	18,850,676 shares
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2) Number of treasury shares at the end of the period

As of Jun. 30, 2025:	143,512 shares	As of Mar. 31, 2025:	143,512 shares
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3) Average number of shares outstanding during the period

Three months ended Jun. 30, 2025:	18,707,164 shares	Three months ended Jun. 30, 2024:	18,707,164 shares
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Note: The number of treasury shares at the end of the period includes the Company's shares held by the stock granting ESOP trust (140,000 shares as of Jun 30, 2025; 140,000 shares as of March 31, 2025). Treasury shares excluded from the calculation of the average number of shares outstanding during the period include the Company's shares held by the ESOP Trust (140,000 shares as of Jun 30, 2025; - shares as of Jun 30, 2024).

* 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."

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1. Overview of Operating Results, etc.

(1) Overview of Operating Results for the Current Quarter

During the first three months of the fiscal year ending March 31, 2026, the Japanese economy continued to recover moderately, supported by an improvement in the income environment due to continued wage increases and an expansion in inbound demand. On the other hand, the outlook remains uncertain as rising prices caused by soaring energy and Raw materials costs are holding back the recovery in personal consumption, and trends in trade policy, such as new tariff measures by the U.S. government, are also putting downward pressure on business confidence.

In addition, the employment situation in Japan remained unchanged, with the seasonally adjusted active job openings-to-applicants ratio and the seasonally adjusted unemployment rate in May each coming to 1.24 times and 2.5 %, respectively, indicating that various employment-related indicators continue to reflect the labor shortages faced by companies.

In this business environment, the Quick group is working to further expand its existing businesses, develop new markets and provide new services, invest in focus areas, strengthen collaboration within the Quick group, and expand business domains through business alliances and collaborations. Through these efforts, the Quick group is working to support client companies in solving their human resources-related issues, differentiate itself from other companies, and improve customer satisfaction. Furthermore, to promote these initiatives, we are also strengthening our business foundation through investment in human resources, such as proactive recruitment activities and strengthening employee engagement.

As a result, during the first three months of the fiscal year ending March 31, 2026, the Quick group's consolidated net sales in Net sales increased by 3.1 % year on year to 9,863 millions of yen, Operating profit decreased by 5.8 % year on year to 2,840 millions of yen, Ordinary profit decreased by 6.1 % year on year to 2,852 millions of yen, and Profit attributable to owners of parent decreased by 10.5 % year on year to 1,880 millions of yen.

Operating results by segment are as follows.

The Net sales stated in each segment is the Net sales to external customers, and the Operating profit stated is the amount before the elimination of inter-segment transactions.

Effective from the first quarter of the current fiscal year, we have partially changed the classification of its reportable segments. Comparisons and analysis with the same period of the previous fiscal year are based on the segment classification after the change.

Human Resources Services Business

(1) Personnel Placement

In personnel placement category, there was strong demand for nurses in addition to positions in the manufacturing and IT sectors, which are the focus areas of ours. Under these circumstances, we worked to develop new focus job categories, strengthen interviews with employers and job seekers, and provide prompt and courteous responses. In the nursing domain, we also worked to strengthen promotions using web commercials and social media to further promote the "Kango-roo!" brand and acquire registrants. As a result of these initiatives, revenue increased in personnel placement in specific categories such as construction and real estate related professionals, and various engineers in the manufacturing and IT sectors. Sales also increased in the personnel placement for nurses.

(2) Temporary Staffing, Temporary-to-Permanent Staffing, and Business Contracting, etc.

In temporary Staffing, temporary-to-permanent staffing, and business contracting categories, direct hiring alone has not solved the problem of the shortage of nurses, and the need for temporary staffing for nurses remains high. Under these circumstances, we focused on acquiring new registrants who wish to be dispatched, identifying previous registrants, and strengthening interviews by strengthening online promotions and exhibiting at events, etc., as well as renewing contracts for temporary staff. As a result, sales of temporary staffing for nurses were strong, and temporary staffing, temporary employment dispatched with the possibility of permanent employment, and outsourcing services as a whole recorded an increase in sales.

As a result, Net sales in Human Resources Services Business totaled 7,364 millions of yen (up 2.8 % year on year).

However, Operating profit totaled 2,643 millions of yen (down 6.8 % year on year) due to the impact of proactive investment in the nursing care domain, including strengthening promotions.

Recruiting Business

In Recruiting Business, amid strong hiring needs across a wide range of industries and occupations, the handling of the aggregation-type recruiting services (a search engine-type service that collects specific information from multiple websites) of the focus Merchandise "Indeed" and "Kyujin Box" was strong. The end of sales of pay-per-post recruitment media such as " Rikunabi NEXT" " Rikunabi Haken" and " TOWNWORK" and the consolidation of these media into "Indeed PLUS"

distribution destinations are also major factors supporting the expansion of handling.

In addition, from the first three months of the fiscal year ending March 31, 2026, we transferred the handling of advertisements on "Kango-roo! Shukatsu," a job search website for nursing students, and the operation of events such as joint job fair for nursing students from Human Resources Services Business to Recruiting Business. We has made a good start, with the number of hospitals listed on "Kango-roo! Shukatsu" steadily increasing.

In services other than job offer advertisements, amid gradually intensifying competition with competitors, we worked to strengthen promotions to develop new customers, strengthen branding using social media and events, and strengthen sales collaboration with partner companies. As a result, sales increased in the production domain, which includes the recruitment website, company brochure, and preparation of recruitment presentation materials, and in the consulting domain, which includes the training of recruiters for new graduate recruitment.

As a result, Net sales in Recruiting Business was 812 millions of yen (up 7.9 % year on year) and Operating profit was 183 millions of yen (up 32.9 % year on year).

Local Information Service Business

In Local Information Service Business, sales increased overall in lifestyle information magazines due to the steady handling of job offer advertisements against the backdrop of the persistently high active job openings-to-applicants ratio, in addition to the handling of sales promotion ad at restaurants and shops during the new fiscal year and the busy spring season. In addition, "Indeed" and "Indeed PLUS," which we are continuing to strengthen as a focus Merchandise in the current fiscal year, performed well as a transition from lifestyle information magazines and existing part-time and temporary employment media progressed.

In the posting service, which distributes flyers with inserts and other flyers to households, although the handling of flyers by major customers in the Niigata area declined, the posting service as a whole was strong due to the acquisition of new customers related to e-commerce and purchasing, as well as the strong handling of flyers related to retail, renovation, and lessons.

Furthermore, in the consulting services offered under the "cococolor.." brand, we expanded its business in the career change domain by responding to recruitment needs for strengthening production in the pharmaceutical industry, in addition to the robust recruitment needs in the Hokuriku and Shin-Etsu regions. In addition, the Housing & Real Estate business performed well, and overall performance of "cococolor.." was favorable.

As a result, Net sales in Local Information Service Business was 745 millions of yen (up 19.5 % year on year) and Operating profit was 168 millions of yen (up 82.9 % year on year).

HR Platform Business

HR Platform Business, in the "Nihon no Jinjibu" services market, interest and needs for services related to recruitment, development and retention of human resources, training and seminars to deepen knowledge about human resources and labor, and services in the HR Tech domain remain strong. However, in the personnel support service industry, online advertising, including advertising on the "Nihon no Jinjibu" site, recorded a decrease in revenue due to the downsizing and decentralization of web advertising for sales promotions and customer attraction. On the other hand, at the online personnel event "HR conference 2025 - Spring -" held in May, Net sales renewed its record high thanks to the success of services to attract additional customers to the exhibitors. In addition, the CHRO Training School, which is in its second term this year, opened steadily, with applications for participation exceeding its capacity.

As a result, Net sales in HR Platform Business was 355 millions of yen (down 10.4 % year on year), and Operating profit was 180 millions of yen (down 19.9 % year on year).

Overseas Business

Overseas Business, in the United States, where companies' recruitment needs remained high in a wide range of fields, including the manufacturing and trading industries and the IT field, we worked to develop new customers and acquire registered local human resources. However, revenue in personnel placement and staffing both declined as companies refrained from hiring in anticipation of the impact of the U.S. administration's policies such as tariff hikes, mainly in some regions. In Mexico, despite concerns about the impact of the U.S. administration's tariff policy and the sluggish business performance of Japanese automakers, we launched a Spanish and English registration website to acquire local talent registrants. As a result, the Quick group made progress in meeting the recruitment needs of local talent, and sales increased. In the UK, new job offers and the number of registrants increased steadily, mainly due to the development of new customers and the implementation of measures to acquire registrants through participation in business events. However, in addition to

the uncertain outlook for the UK economy, many companies have slowed or refrained from hiring due to the increase in social security burden and the minimum Wages increase that will be implemented from April 2025. As a result, both personnel placement and Staffing recorded a decrease in revenue. In the Netherlands, although there were cases where companies' recruitment activities were prolonged, we achieved an increase in sales due to the success of initiatives such as developing new customers, building relationships with existing customers, and strengthening the sales structure through participation in business events, etc., against the backdrop of the strong Dutch economy and serious labor shortages. In Vietnam, Chinese companies are actively expanding into the country in response to the economic recovery, and competition for human resources with local Japanese companies is intensifying. Under these circumstances, in addition to strengthening sales to existing customers, we worked to develop new customers for Vietnamese referrals, and sales increased in personnel placement. Furthermore, the Company's human resources and labor consulting services, including labor advisory services for solving personnel issues and organizational issues, which we have focused on since the current fiscal year, also achieved steady growth in performance. In Thailand, the economic outlook is uncertain due to the U.S. government's tariff policy and the sluggish business performance of Japanese automakers. In addition to strengthening our response to highly difficult to hire jobs and reviewing our work flow, which we have been working on since the previous fiscal year, we have also implemented measures to acquire registrants, etc., and sales increased. In China, amid the continuing severe business environment, human resources and labor consulting services, mainly consultation and advisory services, were sluggish. As announced in the "Notice Concerning Dissolution and Liquidation of Overseas Consolidated Subsidiaries" dated June 11, 2025, we have resolved to dissolve and liquidate Shanghai Quick CO., LTD., which operates in the People's Republic of China.

As a result, Net sales in Overseas Business was 585 millions of yen (down 7.8 % year on year) and Operating profit was 42 millions of yen (down 59.3 % year on year).

(2) Overview of Financial Position for the Current Quarter

Total assets as of June 30, 2025 was 24,796 millions of yen, a decrease of 334 millions of yen from March 31, 2025. This was mainly due to increases in Cash and deposits and Investment securities, but a decrease in Notes and accounts receivable - trade. Total liabilities, the number of millions of yen offices was 5,882, a decrease of 1,406 millions of yen compared to the end of the previous consolidated accounting period. This was mainly due to decreases in Income taxes payable and Provision for bonuses.

Total net assets, the number of millions of yen offices was 18,914, an increase of 1,072 millions of yen compared to the end of the previous consolidated accounting period. This was mainly due to an increase in Retained earnings resulting from the recording of Profit attributable to owners of parent. In addition, the equity ratio improved by 5.3 percentage points compared to the end of the previous consolidated fiscal year, reaching 76.3%.

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

At this point, there is no change to the Fiscal year ending Mar. 31, 2026, consolidated earnings forecast announced in the "Summary of Consolidated Financial Results for the Fiscal Year Ended March 31, 2025 [Japanese GAAP]" dated April 28, 2025.

If there are any revisions to the consolidated earnings forecast considering the future situation of the Quick group, the Company will promptly disclose them.

2. Quarterly Consolidated Financial Statements and Notes

(1) Quarterly Consolidated Balance Sheet

(Thousands of yen)

	FY3/25 (As of Mar. 31, 2025)	First quarter of FY3/26 (As of Jun. 30, 2025)
Assets		
Current assets		
Cash and deposits	15,052,626	15,288,267
Notes and accounts receivable - trade	3,894,008	3,199,432
Other	465,581	498,147
Allowance for doubtful accounts	(5,800)	(4,553)
Total current assets	19,406,416	18,981,293
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	965,472	913,506
Vehicles, net	24,283	20,663
Tools, furniture and fixtures, net	262,945	253,538
Land	176,789	144,744
Leased assets, net	688	500
Total property, plant and equipment	1,430,179	1,332,953
Intangible assets		
Software	1,056,266	1,078,869
Software in progress	230,071	298,061
Goodwill	174,733	169,469
Other	10,646	10,646
Total intangible assets	1,471,717	1,557,046
Investments and other assets		
Investment securities	1,762,665	1,997,888
Leasehold deposits	803,568	802,274
Deferred tax assets	220,211	83,847
Other	47,506	60,192
Allowance for doubtful accounts	(11,593)	(19,256)
Total investments and other assets	2,822,359	2,924,947
Total non-current assets	5,724,256	5,814,947
Total assets	25,130,673	24,796,240

(Thousands of yen)

	FY3/25 (As of Mar. 31, 2025)	First quarter of FY3/26 (As of Jun. 30, 2025)
Liabilities		
Current liabilities		
Accounts payable - trade	1,419,419	1,149,080
Short-term borrowings	119,999	140,000
Accounts payable - other	1,330,959	1,176,726
Accrued expenses	838,835	935,860
Income taxes payable	1,432,501	681,135
Accrued consumption taxes	430,542	680,820
Provision for bonuses	929,141	203,583
Provision for bonuses for directors (and other officers)	61,542	-
Other, net	447,241	434,724
Total current liabilities	7,010,182	5,401,930
Non-current liabilities		
Deferred tax liabilities	4,726	190,320
Provision for share awards	-	8,914
Retirement benefit liability	23,397	30,133
Asset retirement obligations	250,263	250,730
Total non-current liabilities	278,387	480,098
Total liabilities	7,288,570	5,882,029
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	352,750	352,750
Retained earnings	16,131,924	17,088,756
Treasury shares	(266,704)	(266,704)
Total shareholders' equity	16,569,287	17,526,119
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,137,233	1,277,145
Foreign currency translation adjustment	132,338	107,853
Total accumulated other comprehensive income	1,269,571	1,384,999
Non-controlling interests	3,243	3,091
Total net assets	17,842,102	18,914,211
Total liabilities and net assets	25,130,673	24,796,240

(2) Quarterly Consolidated Statements of Income and Comprehensive Income
(Quarterly Consolidated Statement of Income)

(Thousands of yen)

	First three months of FY3/25 (from April 1, 2024 to June 30, 2024)	First three months of FY3/26 (from April 1, 2025 to June 30, 2025)
Net sales	9,569,973	9,863,973
Cost of sales	2,441,043	2,645,170
Gross profit	7,128,929	7,218,803
Selling, general and administrative expenses	4,115,144	4,378,378
Operating profit	3,013,784	2,840,425
Non-operating income		
Interest income	663	366
Dividend income	4,833	4,260
Foreign exchange gains	9,080	-
Sale cooperation fee	-	5,371
Book Sales commission	3,886	3,519
Other	3,931	2,866
Total non-operating income	22,394	16,385
Non-operating expenses		
Interest expenses	283	444
Foreign exchange losses	-	4,159
Total non-operating expenses	283	4,603
Ordinary profit	3,035,895	2,852,206
Extraordinary losses		
Loss on retirement of non-current assets	1,702	460
Impairment losses	-	69,534
Loss on liquidation of subsidiaries and associates	-	24,823
Total extraordinary losses	1,702	94,818
Profit before income taxes	3,034,193	2,757,388
Income taxes - current	772,437	619,201
Income taxes - deferred	160,645	257,811
Total income taxes	933,083	877,013
Profit	2,101,109	1,880,375
Profit attributable to non-controlling shareholders	40	32
Profit attributable to owners of parent	2,101,068	1,880,343

(Quarterly Consolidated Statement of Comprehensive Income)

(Thousands of yen)

	First three months of FY3/25 (from April 1, 2024 to June 30, 2024)	First three months of FY3/26 (from April 1, 2025 to June 30, 2025)
Profit	2,101,109	1,880,375
Other comprehensive income		
Valuation difference on available-for-sale securities	402,205	139,912
Foreign currency translation adjustment	37,245	(24,442)
Total other comprehensive income	439,451	115,470
Comprehensive income	2,540,561	1,995,845
breakdown		
Comprehensive income attributable to owners of parent	2,540,450	1,995,770
Comprehensive income attributable to non-controlling interests	110	74

(3) Notes to Quarterly Consolidated Financial Statements

(Notes on going concern assumption)

No items to be reported

(Notes on Significant Changes in Shareholders' equity Amounts)

No items to be reported

(Notes to Quarterly Consolidated statement of cash flows)

No quarterly Consolidated statement of cash flows has been prepared for the first three months of the fiscal year ending March 31, 2026. Furthermore, the Company recorded the Depreciation (including amortization expenses related to Intangible assets excluding Goodwill) Amortization of goodwill and Goodwill are as follows.

	First three months of FY3/25 (from April 1, 2024 to June 30, 2024)	First three months of FY3/26 (from April 1, 2025 to June 30, 2025)
Depreciation	140,904 thousand yen	136,019 thousand yen
Amortization of Goodwill	3,664	5,263

(Notes to Segment Information, etc.)

I First three months of FY3/25 (from April 1, 2024 to June 30, 2024)

1. Information on Net sales and amount of income or loss by reportable segment and revenue breakdown information

(Thousands of yen)

	Reportable segments						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	7,161,228	753,173	623,862	396,651	635,058	9,569,973	-	9,569,973
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	7,161,228	753,173	623,862	396,651	635,058	9,569,973	-	9,569,973
Inter-segment sales and transfers	687	16,097	2,453	1,496	2,224	22,959	(22,959)	-
Total	7,161,915	769,271	626,315	398,147	637,282	9,592,933	(22,959)	9,569,973
Segment profit	2,836,593	137,786	91,923	225,408	103,233	3,394,945	(381,161)	3,013,784

Note: 1. The adjustment of (381,161) thousand yen to Segment profit includes elimination of inter-segment transactions of 104,629 thousand yen and corporate expenses of (485,790) thousand yen for that are not allocated to any reportable segment. Corporate expenses are mainly expenses related to administrative departments of the Company, such as the general affairs and accounting departments, that are not attributable to the reportable segments.

2. Segment profit is adjusted to be consistent with Operating profit in the quarterly Consolidated statement of income.

3. Overseas Business includes U.S., Mexico, U.K., Netherlands, China, Vietnam and Thailand.

2. Information on Impairment losses, or, Goodwill, etc. in Non-current assets by reportable segment

(Significant changes in the amount of Goodwill)

In Human Resources Services Business, a Goodwill has been recorded due to the acquisition of the businesses. The increase in Goodwill due to this event was 191,852 thousand yen in the first three months of the fiscal year ended March 31, 2025.

II First three months of FY3/26 (from April 1, 2025 to June 30, 2025)

1. Information on Net sales and amount of income or loss by reportable segment and revenue breakdown information

(Thousands of yen)

	Reportable segments						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	7,364,908	812,702	745,277	355,264	585,819	9,863,973	-	9,863,973
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	7,364,908	812,702	745,277	355,264	585,819	9,863,973	-	9,863,973
Inter-segment sales and transfers	1,951	65,923	10,439	160	1,392	79,866	(79,866)	-
Total	7,366,859	878,626	755,717	355,424	587,211	9,943,840	(79,866)	9,863,973
Segment profit	2,643,807	183,116	168,142	180,560	42,064	3,217,691	(377,265)	2,840,425

Note: 1. The adjustment of (377,265) thousand yen to Segment profit includes elimination of inter-segment transactions of 55,263 thousand yen and corporate expenses of (432,528) thousand yen for that are not allocated to any reportable segment. Corporate expenses are mainly expenses related to administrative departments of the Company, such as the general affairs and accounting departments, that are not attributable to the reportable segments.

2. Segment profit is adjusted to be consistent with Operating profit in the quarterly Consolidated statement of income.

3. Overseas Business includes U.S., Mexico, U.K., Netherlands, China, Vietnam and Thailand.

2. Information on Impairment losses, or, Goodwill, etc. in Non-current assets by reportable segment

(Significant Impairment losses related to Non-current assets)

Impairment losses are recorded in "Local Information Service Business." The amount of goodwill recorded in this Impairment loss was 69,534 thousand yen for the first three months of the fiscal year ending March 31, 2026.

3. Disclosure of changes, etc. in reportable segments

(Changes in Segment Classification)

Effective from the first three months of the fiscal year ending March 31, 2026., certain businesses previously included in "Human Resources Services Business" have been reclassified to "Recruiting Business" to better reflect the actual situation.

Segment information for the first three months of the fiscal year ended March 31, 2025. is presented based on the reportable segments after the change.