

Results of Operations for the First Half of the Fiscal Year Ending March 31, 2026

November 7, 2025

QUICK CO.,LTD.

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

- 01** 1H FY3/26 Summary of Results
- 02** FY3/26 Consolidated Earnings Forecast
- 03** Shareholder Return and Dividends
- 04** Reference (Medium-term Management Plan)

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- 02 FY3/26 Consolidated Earnings Forecast
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- 04 Reference (Medium-term Management Plan)

1H FY3/26 Consolidated Financial Highlights 1



**Net sales for the first half
of the fiscal year reached a
record high.**

**Both operating profit
and ordinary profit
increased!**

Net sales

17.97 billion yen

YoY +4.8%

Operating profit

3.86 billion yen

YoY +2.1%

Ordinary profit

3.90 billion yen

YoY +2.2%

**Profit attributable to owners
of parent**

2.59 billion yen

YoY (16.6%)**

*** A gain of approximately 1.07 billion yen from the sale of investment securities is expected to be recorded during FY3/26**

1H FY3/26 Consolidated Financial Highlights 2



Point **01** Business Growth

Steady growth driven by diverse recruitment needs

- ✓ Strong and sustained demand for talent in specialized fields
- ✓ Addressing diversifying recruitment needs
- ✓ Stable growth in local information services

Point **02** Strategic Approach

Ongoing growth investment and strengthening of specialized fields

- ✓ Expansion into high-career and corporate staff positions
- ✓ Continued strategic investment in the nursing sector
- ✓ Focused enhancement and promotion of key products

1H FY3/26 Consolidated Financial Highlights by Segment



- Both the Human Resources Services and Recruiting Business segments, the Company's core businesses, recorded increases in both revenue and profit.
- The Local Information Service Business performed strongly, achieving a double-digit increase in both revenue and profit compared with the same period last year.
- The HR Platform and Overseas Business recorded decreases in both revenue and profit.

Business	Net sales	Operating profit
Human Resources Services	13,006 million yen YoY +5.3%	3,430 million yen YoY +2.2%
Recruiting	1,687 million yen YoY +4.5%	471 million yen YoY +19.1%
Local Information Service	1,486 million yen YoY +16.0%	313 million yen YoY +57.1%
HR Platform	549 million yen YoY (11.1%)	230 million yen YoY (23.8%)
Overseas	1,242 million yen YoY (3.3%)	102 million yen YoY (50.0%)

Consolidated and Segment Results

1H FY3/26 Financial Results (YoY Change)

(millions of yen)	1H FY3/26 Results	1H FY3/25 Results	YoY
Net sales	17,972	17,145	4.8%
Gross profit	12,463	11,849	5.2%
Selling, general and administrative expenses	8,599	8,066	6.6%
Operating profit	3,863	3,783	2.1%
Ordinary profit	3,901	3,817	2.2%
Profit attributable to owners of parent	2,598	3,114	(16.6%)

1H FY3/26 Segment Results (YoY Change)

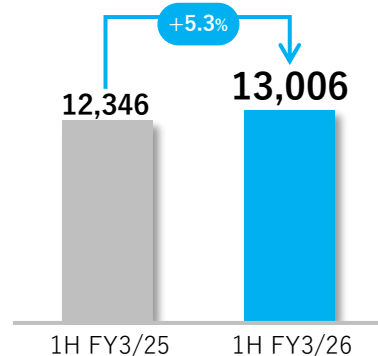
	(millions of yen)	1H FY3/26 Results	1H FY3/25 Results	YoY
Net sales	Human Resources Services Business	13,006	12,346	5.3%
	Recruiting Business	1,687	1,614	4.5%
	Local Information Service Business	1,486	1,280	16.0%
	HR Platform Business	549	618	(11.1%)
	Overseas Business	1,242	1,285	(3.3%)
	Total	17,972	17,145	4.8%
Operating profit	Human Resources Services Business	3,430	3,357	2.2%
	Recruiting Business	471	396	19.1%
	Local Information Service Business	313	199	57.1%
	HR Platform Business	230	302	(23.8%)
	Overseas Business	102	204	(50.0%)
	Adjustment	(684)	(676)	—
	Total	3,863	3,783	2.1%

1H FY3/26 Segment Results (Human Resources Services Business)

Operating Environment

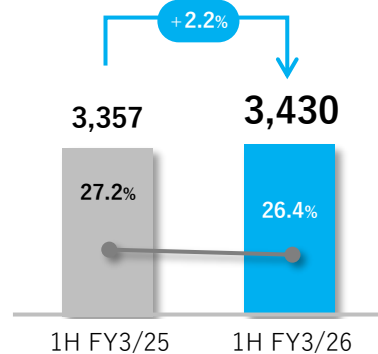
Recruitment needs have remained strong and steady in key focus areas such as construction, pharmaceuticals, electrical and mechanical engineering, automotive, and IT.

Net sales (millions of yen)



Operating profit (millions of yen)

● : Operating margin



Net sales of each service

Personnel Placement | Increased by 674 million yen YoY

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



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 | Decreased by 27 million yen YoY

- While nurse dispatch services continued to perform steadily, revenue declined due to difficulties in acquiring registered candidates for childcare worker dispatch services.



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 temporary childcare workers in the Kansai and Tokai)

Nursery school operation | Increased by 26 million yen YoY

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



Koguma-no-Mori Daycare Center in Kitanoda

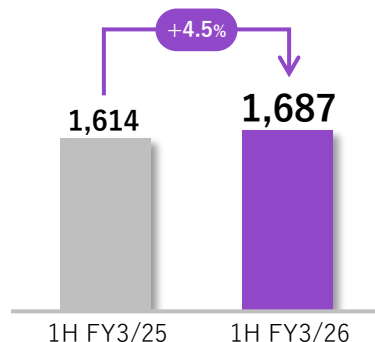
1H FY3/26 Segment Results (Recruiting Business)

Operating Environment

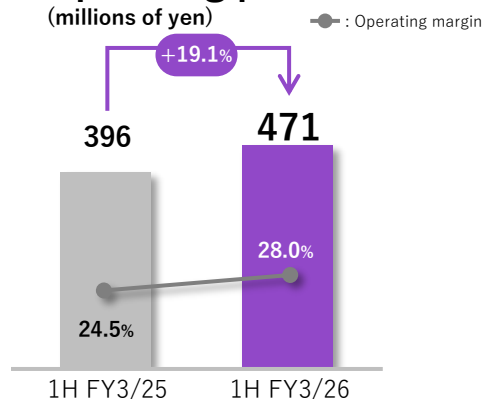
Transactions expanded in a wide range of industries and occupations against a backdrop of increased inbound demand and the persistently high job openings-to-applicants ratio.

Despite the highly competitive environment, strong growth in the handling of key services such as Indeed has been a driving force behind business performance.

Net sales (millions of yen)



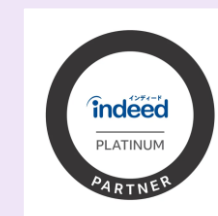
Operating profit (millions of yen)



Net sales of each service

• **Indeed and other media** | Increased by 44 million yen YoY

- Recruit Co., Ltd. has discontinued its pay-per-post model recruitment media. As a result, there has been an increase in transitions to aggregation-type recruiting services such as Indeed, as well as to other media platforms. Despite the highly competitive environment, performance has remained steady.
- For job advertisements outside Recruit's media, sales increased due to both the expansion of handled media and the accumulation of recruitment expertise.



• **Recruiting consultation-related** | Increased by 13 million yen YoY

- Furthermore, through the strengthening of marketing and branding efforts and closer collaboration with partner companies, the production fields of recruitment websites and corporate brochures have also continued to perform steadily.



The Saiyo Salon
(Information of services for recruiting consultation)



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



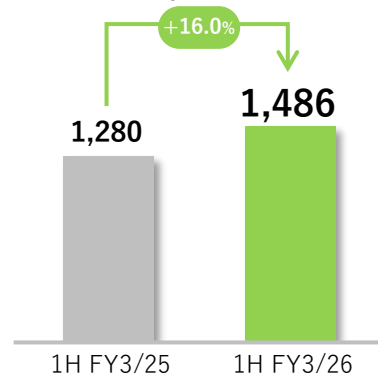
STRUCT FINDER
(An analytical tool that clarifies the unique value of a company)

1H FY3/26 Segment Results (Local Information Service Business)

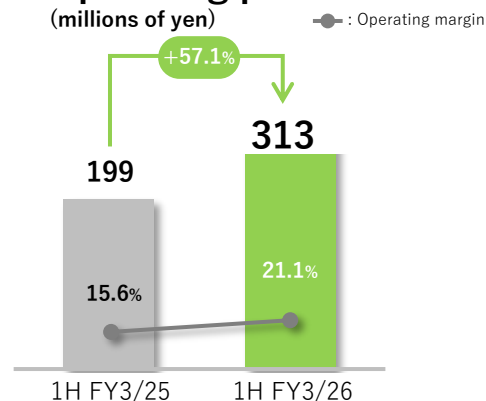
Operating Environment

With the recovery in promotional needs from restaurants and retail shops, along with the continued high level of job openings-to-applicants ratio, lifestyle information magazines recorded increased revenue. In other services within the segment, areas such as career change support and Indeed, which provide recruitment assistance, have shown particularly strong growth, resulting in an overall increase in both sales and profit across the segment.

Net sales (millions of yen)



Operating profit (millions of yen)



Net sales of each service

Lifestyle information magazines | Increased by 9 million yen YoY

- The lifestyle information magazines saw increased revenue thanks to the expansion of promotional and recruitment advertisements, as well as successful initiatives such as the publication of special housing editions.
- Indeed performed strongly, with a growing number of client companies achieved through efforts to acquire customers transitioning from lifestyle information magazines to web advertising and to develop new clients.

Indeed | Increased by 41 million yen YoY



Concierge | Increased by 138 million yen YoY

- In the career change segment, which is a key focus area, performance in newly developed regions contributed positively. Driven by the strong growth of this segment, overall service sales increased significantly.



Cococolor Tenshoku

Posting | Increased by 7 million yen YoY

- Business results remained steady across all regions.

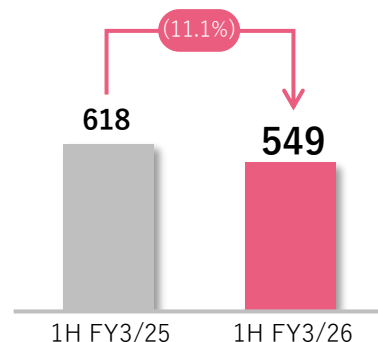


1H FY3/26 Segment Results (HR Platform Business)

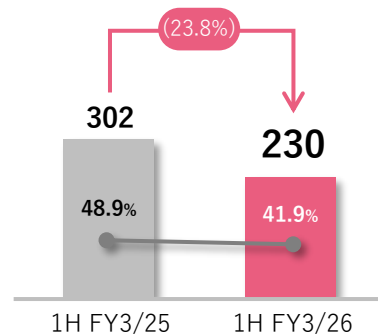
Operating Environment

The event business continued to perform strongly, and interest and needs in the HR field among members of "Nihon no Jinjibu" also remained high and active.

Net sales (millions of yen)



Operating profit (millions of yen)



Net sales of each service

Nihon no Jinjibu related service | Decreased by 71 million yen YoY

- As clients' willingness to invest in advertising remained sluggish, revenue, including advertising on the "Nihon no Jinjibu" website, declined.



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 HR Conference and HR Roundtable

- The "HR conference" and the "HR Round Table", a real exchange event for HR leaders were strong due to strong needs for exhibitions by each company. Starting this fiscal year, a new event titled the "Next-Generation Leader Conference" has also been launched.



Nihon no Jinjibu

HR Conference 2025 -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 Next-Generation Leader Conference

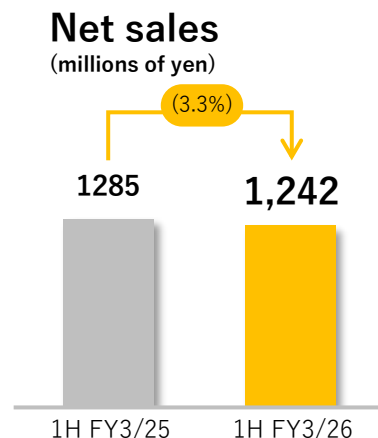
(An event aimed at developing future leaders)

1H FY3/26 Segment Results (Overseas Business)

Operating Environment

In the Americas and Europe, including Mexico, a slowdown in recruitment activity has become apparent, triggered by the U.S. tariff policy. This impact has been particularly pronounced in the United States. In Asia, Thailand continued to perform strongly, despite uncertainty about future economic conditions.

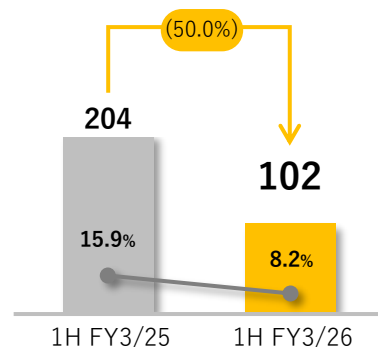
Net sales of each service



Operating profit

(millions of yen)

● : Operating margin



USA |

Decreased by 66 million yen YoY

U.K. |

Increased by 4 million yen YoY

Mexico |

Decreased by 2 million yen YoY

Netherlands |

Increased by 2 million yen YoY

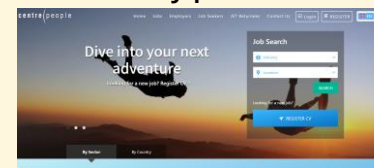
- In North and Central America, particularly in the United States, recruitment activity slowed due to the effects of tariff policies, resulting in challenging conditions. In contrast, Europe maintained steady performance despite the difficult environment.



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 Mexico.

Vietnam |

Decreased by 5 million yen YoY

Thailand |

Increased by 23 million yen YoY

- In Vietnam, revenue declined due to the intensifying competition for talent acquisition.
- In Thailand, revenue increased thanks to strengthened sales efforts for hard-to-fill positions and initiatives to attract more registered candidates.



Websites to provide support in job changes and job hunting in Vietnam.



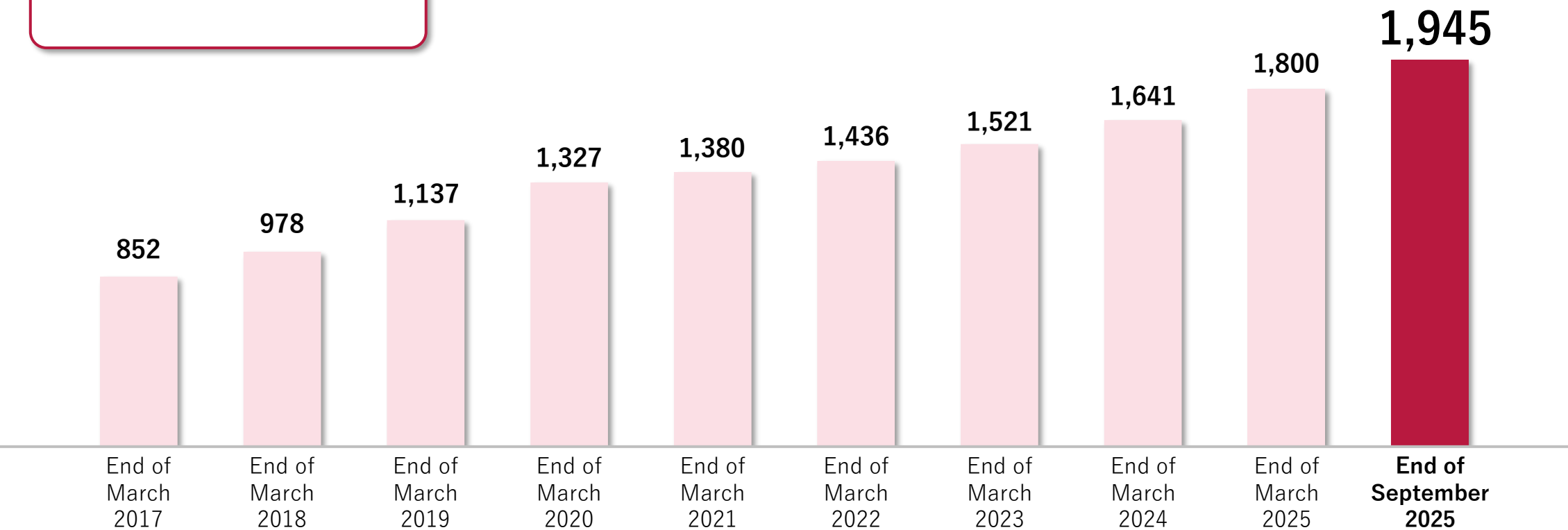
Websites to provide support in job changes and job hunting in Thailand.

Number of Employees (Group-wide)



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

Increased by **145**



Topics

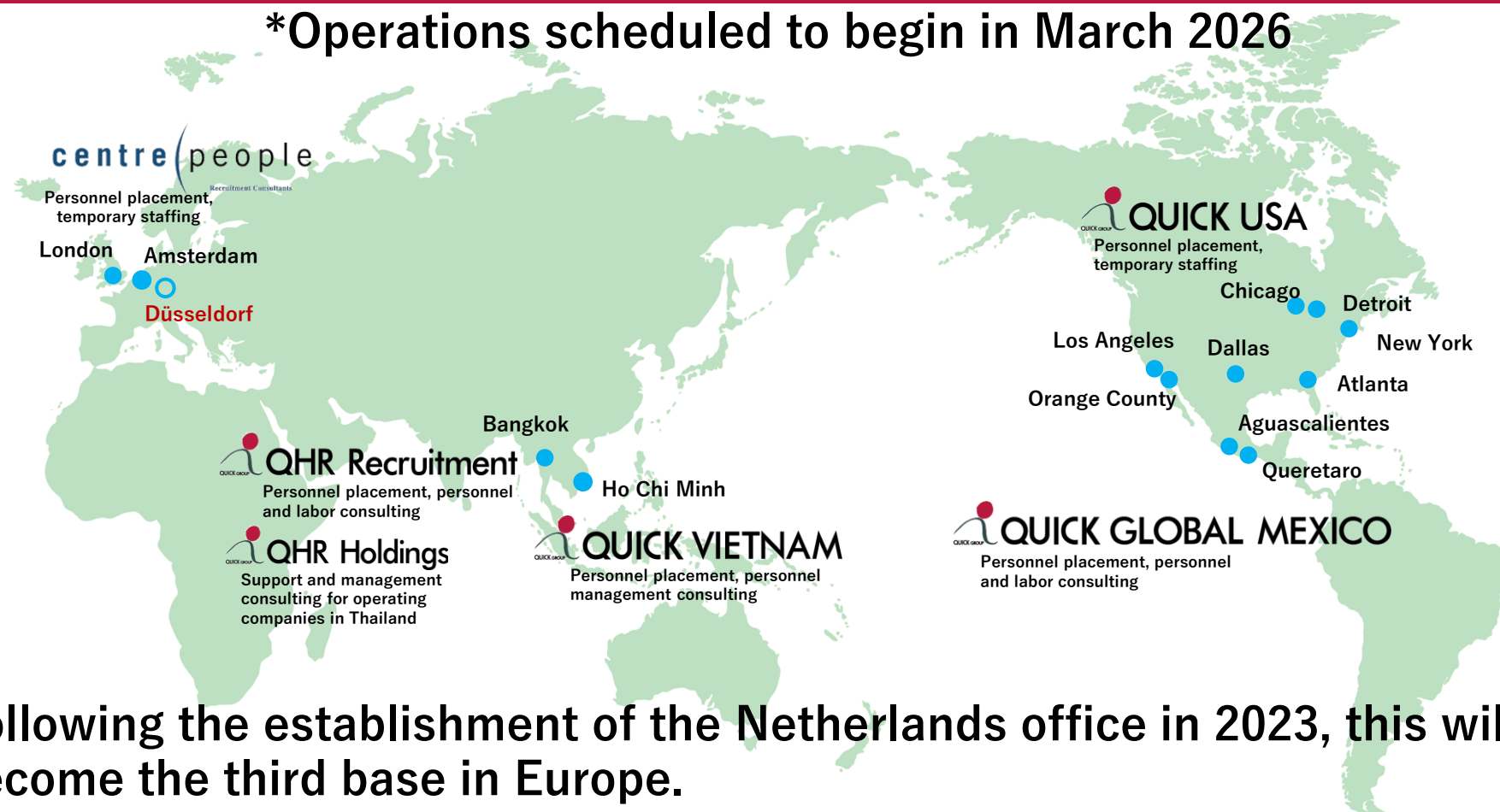
Announced a Capital and Business Alliance with LivCo Inc., a Company Specializing in Foreign Workforce Recruitment Support



The partnership aims to strengthen the recruitment support framework, particularly in the essential worker sector, and the Recruiting Business Division is currently establishing a joint sales structure in collaboration with LivCo Inc.

Established a German Office (Düsseldorf)

*Operations scheduled to begin in March 2026



Following the establishment of the Netherlands office in 2023, this will become the third base in Europe.
The new entity will further strengthen support capabilities for the human resource needs of Japanese companies expanding into Europe.

- 01 1H FY3/26 Summary of Results
- 02 FY3/26 Consolidated Earnings Forecast**
- 03 Shareholder Return and Dividends
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FY3/26 Consolidated Earnings Forecast

(millions of yen)	1H FY3/26 Results		FY3/26 Full year plan	
	Results	YoY	Plan	YoY
Net sales	17,972	4.8%	33,970	4.5%
Gross profit	12,463	5.2%	22,970	7.4%
Selling, general and administrative expenses	8,599	6.6%	18,400	9.2%
Operating profit	3,863	2.1%	4,570	0.8%
Ordinary profit	3,901	2.2%	4,620	0.2%
Profit attributable to owners of parent	2,598	(16.6%)	3,700	3.3%
Dividend per share (yen)	50	+3	104*	+8

* The full-year dividend figures are based on the conversion before stock split.

FY3/26 Forecast by Segment

Net sales	Human Resources Services Business	13,006	5.3%	23,567	3.6%
	Recruiting Business	1,687	4.5%	3,960	15.5%
	Local Information Service Business	1,486	16.0%	2,776	4.0%
	HR Platform Business	549	(11.1%)	1,194	(4.2%)
	Overseas Business	1,242	(3.3%)	2,471	2.6%
	Total	17,972	4.8%	33,970	4.5%
Operating profit	Human Resources Services Business	3,430	2.2%	3,864	(1.5%)
	Recruiting Business	471	19.1%	1,003	13.5%
	Local Information Service Business	313	57.1%	412	13.9%
	HR Platform Business	230	(23.8%)	472	(19.7%)
	Overseas Business	102	(50.0%)	166	23.7%
	Adjustment	(684)	—	(1,350)	—
	Total	3,863	2.1%	4,570	0.8%

FY3/26 Full Year Plan 1

Human Resources Services Business

(millions of yen)	1HFY3/26 Results	FY3/26 Full year plan
Net sales	13,006	23,567
Operating profit	3,430	3,864

- In the first half of the fiscal year, increased net sales from personnel placement services offset the sluggish performance in temporary staffing, resulting in progress in line with the plan. Profit also rose YoY, remaining on track with projections.
- 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 FY3/26 Results	FY3/26 Full year plan
Net sales	1,687	3,960
Operating profit	471	1,003

- Although first-half net sales increased compared with the same period of the previous year, it fell slightly short of plan. However, profit exceeded both the previous year's results and the plan.
- For the full year, the Company will continue to strengthen sales efforts for key services, aiming to achieve the full-year net sales target. Profit is expected to reach the planned level as projected.

FY3/26 Full Year Plan 2

Local Information Service Business

(millions of yen)	1H FY3/26 Results	FY3/26 Full year plan
Net sales	1,486	2,776
Operating profit	313	412

- In the first half, there was an increase in needs for recruitment advertising and housing renovation-related services. Additionally, the strong performance of the career change (recruitment) segment within the consulting services contributed to YoY and plan-based increases in both revenue and profit.
- Both net sales and profit for the full year are expected to exceed the plan.

HR Platform Business

(millions of yen)	1H FY3/26 Results	FY3/26 Full year plan
Net sales	549	1,194
Operating profit	230	472

- Due to stabilized client needs and a more cautious approach to web advertising investment in the first half of the year, both net sales and profit declined year on year, and results fell slightly short of plan.
- In the second half, the Company plans to invest in and organize HR events, where needs remain strong, with the goal of achieving the full-year business plan.

Overseas Business

(millions of yen)	1H FY3/26 Results	FY3/26 Full year plan
Net sales	1,242	2,471
Operating profit	102	166

- In the first half, a slowdown in recruitment activity, particularly in the United States, became evident as companies anticipated the impact of the U.S. administration's tariff policies. As a result, revenue and profit declined year on year, though progress remained in line with the plan.
- For the full year, while outcomes will depend on political and economic conditions in each country, both net sales and profit are expected to proceed according to plan.

- 01 1H FY3/26 Summary of Results
- 02 FY3/26 Consolidated Earnings Forecast
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Implementation of Stock Split

Purpose of Implementation

To improve stock liquidity

- By lowering the minimum investment amount and increasing the number of shares in circulation, the company aims to improve the liquidity of the Company's shares.

Implementation Overview

Split ratio

- The Company will implement a **three for-one** stock split of the Company's common stock on the record date of Sunday, November 30, 2025.
(Effective date: December 1, 2025)
- Total number of shares authorized to be issued: from 40 million shares to 120 million shares

Funds required for share purchase

Before the split: 231,900 yen



After the split: 77,300 yen

* Calculated based on the share price as of November 6, 2025

* Details regarding dividends are explained in the following section

FY3/26 Dividends Forecasts

Note: As a result of the stock split, the accurate dividend forecast per share is 50 yen for the interim dividend and 18 yen for the year-end dividend, but the figures shown here are based on the conversion before stock split.

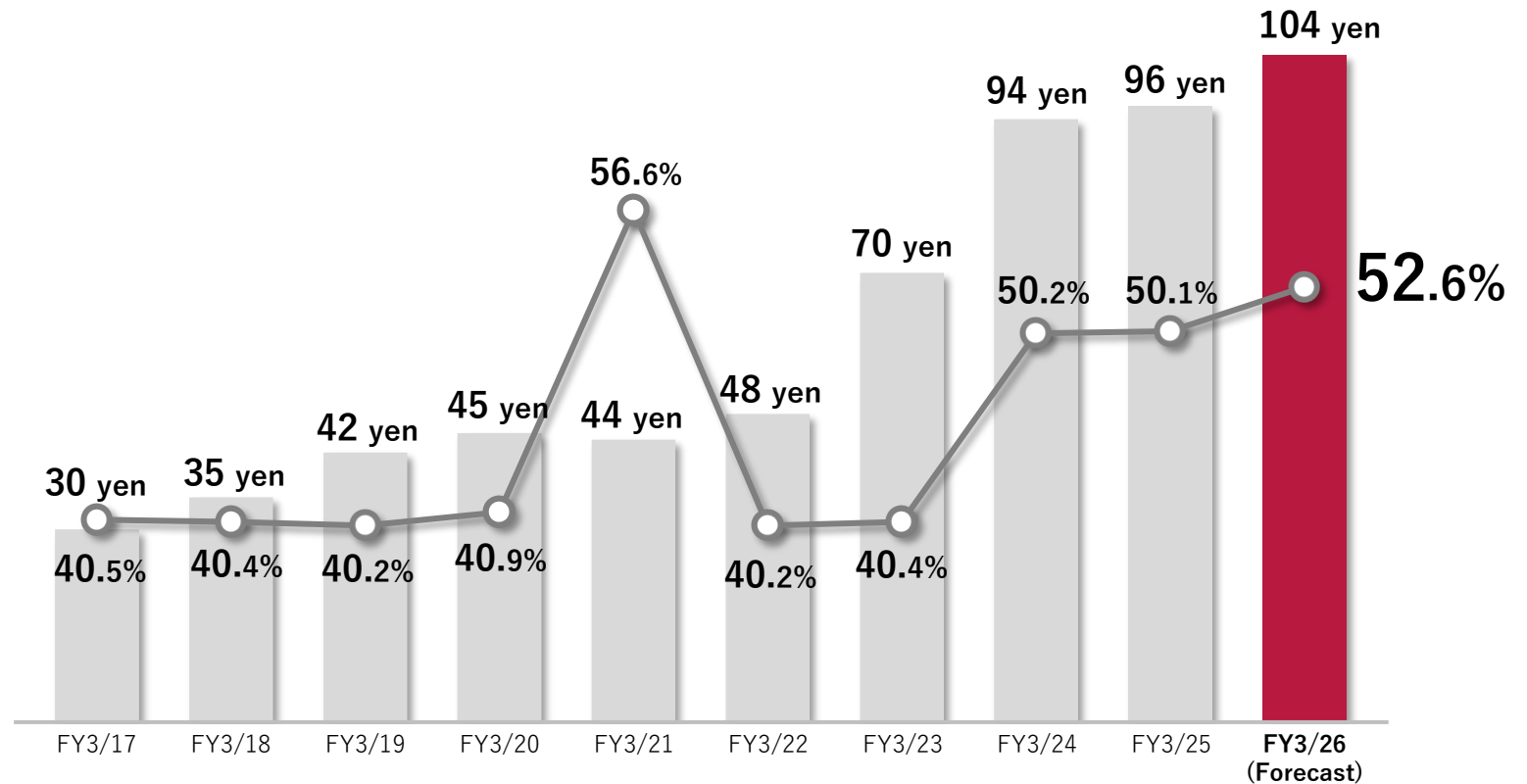
Dividends
104 yen

Interim dividend: 50 yen,
Year-end dividend: 54 yen

* The year-end dividend amount is based on the conversion before stock split.

Payout ratio
52.6%

* Calculated based on an annual dividend of 104 yen



* The year-end dividend per share after the stock split is 18 yen (54 yen based on the conversion before the stock split)

* The dividend per share for FY3/21 included a 12 yen commemorative dividend celebrating the Company's 40th anniversary

Reference: Initiatives to Enhance Recognition of the Company's Stock

<Details of Initiatives>

株式会社クイック 東フ・4318

全ての人をハッピーに
一貫した株主本位の姿勢



「世界の人事部」
を目標として
1999年には業界に先駆けて
「クイック」に社名を改称。労働者
が活躍する環境を整え、労働者
を支援し、先手を打った。その後も
オートナ、メッシュ、イリベ、タイ、
オゾンにまで拡大し、現在は海外1
3拠点にまで拡大している。グローバル
化が進み、国境の垣根が薄れる
なか、国際人材の採用支援やH1入
事部開設サービスへのニーズは高ま
る一方で、国境を越えた人材サポ
ートの実態モデルは、地域や業界を問
わず広がりを見せており、クイック
グループは、これを好機と捉えてい

専門職特化で
主要事業に躍進
バブル崩壊やリーマンショックを重
り踏まえ、第一事業から多文化へと転
換。現在は「人材サービス」を主軸とし、
「クルーティング事業」「地域情報サー
ビス事業」「H1入国サポート事業」
と、海外事業の3つの事業を展開し
ており、目下「人材サービス」を中
心とする「人材サービス事業」の
成長がめざましく、人材紹介では、経
験豊富な人オや高収入の求職者など、
特許する人材に恵まれた。とくに、
建設業など人材需要が高い領域に
注力。現在は、元々の新卒を
求める事業に加え、成長している
この分野の求職者も増加しており、
2025年3月期の決算は、売上高、
純利益ともに過去最高を記録した。



Nikkei Money
September 2025 Issue



Nikkei CNBC



MINKABU



<Future Schedule>

The following briefings for individual investors are also scheduled to be held

- December 18 (Thu) 16:00-17:00: Online briefing for individual investors
- December 20 (Sat) 15:50-16:40: Online briefing for individual investors

- 01 1H FY3/26 Summary of Results
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Medium-term Management Plan for FY3/26

(figures announced on May 9, 2025)



	FY3/25 Results	FY3/26		FY3/27		FY3/28	
		Plan	YoY	Plan	YoY	Plan	YoY
(millions of yen)							
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%

* The Company reviews its Medium-term Management Plan (three-year plan) every fiscal year using a rolling method.

Medium-term Management Plan for FY3/26 by Segment

(figures announced on May 9, 2025)



		FY3/25 Results	FY3/26		FY3/27		FY3/28	
			Plan	YoY	Plan	YoY	Plan	YoY
Net sales	(millions of yen)							
	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%
Operating profit	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%



QUICK CO., LTD Management Planning 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.