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Summary of Consolidated Financial Results for the Fiscal Year Ended March 31, 2026

[Japanese GAAP]

April 30, 2026

Company name: QUICK CO., LTD.

Listing: Tokyo Stock Exchange, Prime Market

Stock code: 4318

URL: <https://919.jp/>

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Scheduled date of Annual General Meeting of Shareholders: June 23, 2026

Scheduled date of filing of Annual Securities Report: June 19, 2026

Scheduled date of payment of dividend: June 24, 2026

Preparation of supplementary materials for financial results: Yes

Holding of financial results meeting: Yes

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

1. Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 (April 1, 2025–March 31, 2026)

(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	%
Fiscal year ended Mar. 31, 2026	33,924	4.4	4,583	1.1	4,689	1.7	4,158	16.1
Fiscal year ended Mar. 31, 2025	32,501	10.2	4,533	(8.7)	4,611	(8.3)	3,583	2.2

Note: Comprehensive income (millions of yen) Fiscal year ended Mar. 31, 2026: 3,403 (up 0.5%)

Fiscal year ended Mar. 31, 2025: 3,385 (down 19.3%)

	Net income per share	Diluted net income per share	Return on equity	Ordinary profit to total assets	Operating profit to net sales
	Yen	Yen	%	%	%
Fiscal year ended Mar. 31, 2026	74.11	—	22.4	18.4	13.5
Fiscal year ended Mar. 31, 2025	63.85	—	20.9	19.6	13.9

Reference: Equity in earnings of affiliates (millions of yen): Fiscal year ended Mar. 31, 2026: —

Fiscal year ended Mar. 31, 2025: —

Note: The Company conducted a three for-one stock split of its common stock on December 1, 2025. Net income per share is calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(2) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Mar. 31, 2026	25,946	19,379	74.7	345.24
As of Mar. 31, 2025	25,130	17,842	71.0	317.86

Reference: Shareholders' equity (millions of yen) As of Mar. 31, 2026: 19,375 As of Mar. 31, 2025: 17,838

Note: The Company conducted a three for-one stock split of its common stock on December 1, 2025. Net assets per share is calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(3) Consolidated cash flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
	Millions of yen	Millions of yen	Millions of yen	Millions of yen
Fiscal year ended Mar. 31, 2026	2,727	(2,708)	(1,904)	13,138
Fiscal year ended Mar. 31, 2025	4,158	(224)	(1,965)	15,007

2. Dividends

	Dividend per share					Total dividends	Payout ratio (consolidated)	Dividends to net assets (consolidated)
	1Q-end	2Q-end	3Q-end	Year-end	Total			
	Yen	Yen	Yen	Yen	Yen	Millions of yen	%	%
Fiscal year ended Mar. 31, 2025	—	47.00	—	49.00	96.00	1,802	50.1	10.5
Fiscal year ended Mar. 31, 2026	—	50.00	—	21.00	—	2,129	50.8	11.4
Fiscal year ending Mar. 31, 2027 (forecasts)	—	19.00	—	19.00	38.00		76.0	

Note: The year-end dividend forecast for the fiscal year ending March 31, 2026 is an amount that takes into account the impact of the stock split, and the annual dividend amount is not presented because a simple comparison cannot be made due to the stock split.

3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2027 (April 1, 2026–March 31, 2027)

(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
First half	18,226	1.4	3,066	(20.6)	3,118	(20.1)	2,100	(19.2)	37.43
Full year	34,800	2.6	4,110	(10.3)	4,220	(10.0)	2,805	(32.5)	50.00

* Notes

(1) Significant changes in the scope of consolidation during the period: Yes

Excluded: 1 Shanghai Quick CO., LTD.

(2) Changes in accounting policies and accounting-based estimates, and restatements

1) Changes in accounting policies due to revisions in accounting standards, others: None

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

3) Changes in accounting-based estimates: None

4) Restatements: None

(3) Number of shares issued (common shares)

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

As of Mar. 31, 2026: 56,552,028shares As of Mar. 31, 2025: 56,552,028 shares

2) Number of treasury shares at the end of the period

As of Mar. 31, 2026: 429,816shares As of Mar. 31, 2025: 430,536shares

3) Average number of shares outstanding during the period

Fiscal year ended Mar. 31, 2026: 56,121,515shares Fiscal year ended Mar. 31, 2025: 56,121,492shares

Notes: 1. The number of treasury shares at the end of the period includes the Company's shares held by the stock granting ESOP trust (419,052 shares as of March 31, 2026; 420,000 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 (419,811 shares as of March 31, 2026; 12,657 shares as of March 31, 2025).

Notes: 2. The Company conducted a three for-one stock split of its common stock on December 1, 2025. The figures for "Total number of issued shares at the end of the period," "Number of treasury shares at the end of the period," and "Average number of shares outstanding during the period" are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

Reference: Summary of Non-consolidated Financial Results

Non-consolidated Financial Results for the Fiscal Year Ended March 31, 2026 (April 1, 2025–March 31, 2026)

(1) Non-consolidated results of operations (Percentages represent year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Fiscal year ended Mar. 31, 2026	22,929	5.1	3,083	1.7	3,817	1.1	3,748	18.1
Fiscal year ended Mar. 31, 2025	21,820	9.9	3,031	(12.3)	3,775	(8.0)	3,173	6.6

	Net income per share	Diluted net income per share
	Yen	Yen
Fiscal year ended Mar. 31, 2026	66.80	—
Fiscal year ended Mar. 31, 2025	56.54	—

Note: The Company conducted a three for-one stock split of its common stock on December 1, 2025. Net income per share is calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(2) Non-consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Mar. 31, 2026	21,574	15,858	73.5	282.57
As of Mar. 31, 2025	20,120	14,730	73.2	262.48

Reference: Shareholders' equity (millions of yen): As of Mar. 31, 2026: 15,858 As of Mar. 31, 2025: 14,730

Note: The Company conducted a three for-one stock split of its common stock on December 1, 2025. Net assets per share is calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

* The current financial report is not subject to audits by certified public accountants or accounting firms.

* Explanation of appropriate 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 Operating Results, etc. (4) Outlook."

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1. Overview of Operating Results

(1) Overview of Operating Results in the current period

During the fiscal year ended March 31, 2026, the Japanese economy showed signs of a gradual recovery, supported by an improvement in the income environment due to continuous wage increases and an expansion of inbound demand. However, the outlook remains uncertain due to factors such as stagnant consumer sentiment caused by rising prices and the impact of U.S. trade policies. Even in the recent period, the situation requires further attention as the growing tension in the Middle East has caused an impact on logistics and an increase in energy prices.

In addition, the employment situation in Japan continued to reflect labor shortages at companies in various employment-related indicators, with the jobs-to-applicants ratio (seasonally adjusted) at 1.19 times and the unemployment rate (seasonally adjusted) at 2.6 % in February.

In this business environment, the Group is working to support its clients in solving their human resource issues, differentiate itself from competitors, and improve customer satisfaction by further expanding existing businesses, as well as by developing new markets, providing new services, investing in focus areas, strengthening cooperation within the Group, and expanding business areas through business alliances and collaborations. Furthermore, in order to promote these initiatives, we are also strengthening our business foundation by investing in human resources, including aggressive recruitment activities and strengthening employee engagement.

As a result, for the fiscal year under review, the Group posted net sales of 33,924 millions of yen (up 4.4% year-on-year), operating profit of 4,583 millions of yen (up 1.1% year-on-year), ordinary profit of 4,689 millions of yen (up 1.7% year-on-year), and profit attributable to owners of parent of 4,158 millions of yen (up 16.1% year-on-year). As announced in the "Notice Concerning the Outlook for Recording of Extraordinary income (Gain on sale of investment securities)" on April 28, 2025, the Company sold part of its Investment securities holdings during the current fiscal year and recorded Gain on sale of investment securities 1,164 millions of yen as Extraordinary income (718 millions of yen recorded in the same period of the previous fiscal year).

Operating results by segment are as follows.

Net sales represents sales to external customers, and Operating profit represents the amount before elimination of inter-segment transactions.

Some changes have been made to the classification of reportable segments from the beginning of the fiscal year under review, and comparisons and analysis with the previous fiscal year are based on the new segment classification.

Human Resources Services Business

(1) Personnel Placement

Personnel Placement, in addition to the focus areas of architecture and real estate, IT, and manufacturing (automotive, electrical, mechanical, chemical, plant, etc.), the hiring needs of nurses were also strong. Under these circumstances, the Company worked to strengthen meetings between companies seeking employees and those seeking a new job, and to respond quickly and courteously, while also strengthening its high-career and corporate divisions and other new domains. In the nursing care domain, the Group worked to strengthen promotions through the use of TV commercials, web commercials, and social media in order to further spread the "Kango-roo!" brand and acquire registrants. As a result, sales increased in both Personnel Placement and nurse-placement services for specific fields such as architecture and real estate related professionals, manufacturing and IT engineers.

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

In temporary staffing, temporary-to-permanent staffing, and business contracting, the need for nurses and childcare workers remains high, as direct employment alone will not solve the problem of labor shortages. Under these circumstances, the nurse staffing service remained strong due to the focus on strengthening interviews with registered nurses who want to be dispatched and renewing contracts with temporary staff, in addition to strengthening sales to nursing care facilities and hospitals. On the other hand, sales of temporary staffing services for nursery school teachers decreased due to a shrinking trend in the number of registered nursery school teachers as a result of an increase in the retention rate of nursery school teachers in line with the government's measures to improve treatment. As a result, sales in temporary staffing, temporary-to-permanent staffing, and business contracting as a whole were almost flat.

As a result, the total sales volume of Net sales in Human Resources Services Business was 23,478 millions of yen (up 3.5 % year-on-year), and that of Operating profit was 3,640 millions of yen (down 7.2 % year-on-year).

Recruiting Business

Recruiting Business, while hiring needs are strong across a wide range of industries and occupations, the competitive landscape is intensifying as hiring methods become more diverse. In this market, the Company's core Merchandise of aggregation job boards (search engines that collect specific information from multiple websites) such as "Indeed" and "KyuJin Box" performed well. In addition, with the termination of sales of Recruit's paid recruitment media, the industry-specific media, part-time employment media, and employee media, which have been expanding sales in earnest since the fiscal year under review, also expanded steadily. As a result, the handling of overall job offer advertising remained strong despite a severe competitive environment.

In the Consulting and Production domain, the Group advanced comprehensive proposals to solve clients' recruitment issues as the use of generative AI and other technologies to automate and streamline recruitment work progressed. As a result, the production domain (recruitment websites, company information, and the creation of recruitment presentation materials, etc.) performed well, but the consulting domain (recruitment strategy development, recruitment agency services, interviewer training, etc.) experienced sluggish growth due to intensified competition with competitors.

In the new graduate nursing field, the number of hospitals posting nursing information on "Kango-roo! Shukatsu", a job site for nursing students, increased steadily as a result of actively promoting proposals for posting on Kokubu. In addition, we expanded the number of job hunting seminars held at nursing schools to attract customers to the joint briefing sessions, and worked to strengthen our foundation for business expansion by developing new hospitals that exhibited and building relationships through proposals to solve recruitment issues at hospitals.

As a result, the total sales volume of Net sales in Recruiting Business was 3,708 millions of yen (up 6.2 % year-on-year), and that of Operating profit was 1,145 millions of yen (up 29.6 % year-on-year).

Local Information Service Business

Local Information Service Business, in lifestyle information magazines, sales promotion ad such as restaurants and shops remained strong due to strong demand for both major and retail businesses. Despite sluggish growth in recruitment and housing advertising, sales in lifestyle information magazines as a whole increased due to the contribution of the publication of an extra large issue and the publication of a new separate volume on housing and renovation. "Indeed" performed well, thanks to successful efforts to acquire new customers and a high retention rate among existing customers.

The posting service, which distributes flyers to households, saw an increase in revenue due to steady growth in the handling of online, financial, and housing-related flyers, as well as new orders and some special demand resulting from the strengthening of online measures.

In addition, in the consulting service, which is operated under the "Cococolor." brand, the career change area performed well, thanks to the contribution of the performance of the Nagano area, which started full-scale operation last year, in addition to the successful conclusion of high-unit-price projects, against the backdrop of strong recruitment needs in the Hokushin-etsu Region. In the residential sector, sales also increased due to successful measures to attract customers, such as holding events in each area. As a result, "Cococolor." overall, results were strong.

As a result, the total sales volume of Net sales in Local Information Service Business was 3,054 millions of yen (up 14.4 % year-on-year), and that of Operating profit was 490 millions of yen (up 35.3 % year-on-year).

HR Platform Business

HR Platform Business, the market for "Nihon no Jinjibu" services has settled down as replacement needs for various services related to recruitment, training, and retention of human resources and services in the HR Tech area have run their course. Amid such market conditions, online advertising revenue in "Nihon no Jinjibu" decreased due to the impact of some major clients' shrinking marketing budgets. In contrast, the need for HR events by HR support service companies remains strong, and the twice-yearly online events "HR conference (spring and autumn)" and the face-to-face "HR Roundtable (summer and winter)" both performed well. In addition, the "Next Generation Leaders Conference", an in-person event with the theme of developing the next generation of leaders, was newly held twice a year from the current fiscal year, contributing to an increase in sales in the Event Business.

As a result, the total sales volume of Net sales in HR Platform Business was 1,127 millions of yen (down 9.6 % year-on-year), and that of Operating profit was 476 millions of yen (down 19.1 % year-on-year).

Overseas Business

In the U.S., there was a movement to refrain from hiring mainly in the manufacturing industry against the backdrop of the U.S. administration's tariff policy. Under these circumstances, the Company continued to recover from the second half of the fiscal year through efforts to acquire new job offers and improve the contract closing rate, and sales increased due to steady progress in closing contracts for high-income earners. In addition to the tariff policy of the U.S. administration, there were concerns about the impact of the business reconstruction of Japanese automakers in the country. Despite this, Personnel Placement performed well as we made steady progress in acquiring registrants by opening Spanish - and English-language registration sites and strengthened our sales structure.

In the UK, while there is uncertainty about the future of the domestic economy, the market in Europe is performing well. Under these circumstances, sales increased due to a focus on acquiring new job offers in Europe and strong sales of contracts for high-income earners. In the Netherlands, sales increased as a result of successful efforts to acquire new job offers and improve productivity through participation in business events and other activities, against a backdrop of a strong market.

Chinese companies are actively expanding their operations in Vietnam as the economy grows, and competition with local Japanese companies for the recruitment of human resources is intensifying. Under these circumstances, the Company worked to acquire new job offers and build a sales structure, but sales decreased due to the impact of difficulties in recruiting at Japanese companies. In addition, amid an uncertain economic outlook due to the U.S. government's tariff policy and border disputes with Cambodia, sales increased in Thailand due to measures implemented since the previous fiscal year to strengthen our response to occupations that are difficult to hire and to acquire registrants. As announced in the "Notice Concerning Dissolution and Liquidation of Overseas Consolidated Subsidiaries" dated June 11, 2025, the Group proceeded with the dissolution and liquidation procedures for Shanghai Quick CO., LTD., but the liquidation was completed in December 2025. As a result, the total sales volume of Net sales in Overseas Business was 2,557 millions of yen (up 6.1 % year-on-year), and that of Operating profit was 169 millions of yen (up 25.4 % year-on-year).

(2) Overview of Financial Position of the current period

Assets

The Total assets of operations at the end of the current fiscal year was 25,946 millions of yen, an increase of 815 millions of yen from the end of the previous fiscal year. This was mainly due to increases in Investment securities and Deferred tax assets, despite a decrease in Cash and deposits.

Liabilities

The consolidated total Liabilities was 6,566 millions of yen, a decrease of 722 millions of yen from the previous fiscal year-end. This was mainly due to decreases in Accounts payable - trade and Income taxes payable, despite an increase in Accounts payable - other.

Net assets

Consolidated Net assets increased by 1,537 millions of yen from the previous fiscal year-end to 19,379 millions of yen. This was mainly due to an increase in Retained earnings resulting from the recording of Profit attributable to owners of parent.

Shareholders' equity ratio was 74.7 % (compared with 71.0 % at the end of the previous fiscal year).

(3) Overview of Cash Flows in the current period

Cash and cash equivalents decreased by 1,868 million yen from the end of the previous consolidated fiscal year, primarily due to profit before income taxes, payment of income taxes, purchase of investment securities, and payment of dividends, resulting in a balance of 13,138 million yen at the end of the current consolidated fiscal year.

The status of cash flows in the fiscal year under review is as follows.

Cash flows from operating activities

Net cash provided by operating activities was 2,727 million yen (down 34.4% year-on-year). This was primarily due to cash inflows from profit before income taxes of 5,777 million yen, which were partially offset by cash outflows, including 2,299 million yen in income tax payments.

Cash flows from investing activities

Net cash used in investing activities totaled 2,708 million yen (up 1,107.1% year-on-year). While there were cash inflows of 1,214 million yen from the sale of investment securities, this was outweighed by cash outflows, including 847 million yen for the purchase of property, plant and equipment and intangible assets, and 3,029 million yen for the purchase of investment securities.

Cash flows from financing activities

Net cash used in financing activities was 1,904 million yen (down 3.1% decrease year-on-year), primarily due to cash outflows, including 1,864 million yen for the payment of dividends.

(4) Outlook

Against the backdrop of a structural labor shortage, companies' hiring needs are expected to remain strong. On the other hand, there are concerns that changes in the external environment, such as U.S. trade policy and the worsening situation in the Middle East, may lead to a shift toward more selective hiring in a wide range of industries, including manufacturing. In this business environment, the Company will continuously invest in human resources, such as recruitment and training, and in IT to strengthen its business foundation, mainly in Human Resources Services Business (Personnel Placement) and Recruiting Business, in an effort to rebuild its management foundation for medium - to long-term business expansion.

Based on the above, for the fiscal year ending March 31, 2027, we expect to operate in Net sales 34,800 millions of yen (up 2.6 % year on year), Operating profit 4,110 millions of yen (down 10.3 % year on year), and Ordinary profit 4,220 millions of yen (down 10.0 % year on year). In addition, Profit attributable to owners of parent is expected to be 2,805 millions of yen (down 32.5 % year on year) due to a reactionary decline from the recording of 1,164 millions of yen, Gain on sale of investment securities in the previous fiscal year.

Regarding the share transfer of consolidated subsidiary WORK PROJECT, Inc. announced today, the impact of the exclusion of the consolidated subsidiary from the scope of consolidation on the Company's business performance has been reflected in the consolidated earnings forecast (the impact is immaterial). On the other hand, Gain on sale of shares of subsidiaries or loss on sale associated with the share transfer is not included in the consolidated earnings forecast because it is currently under scrutiny.

The measures implemented by each segment are as follows.

In Personnel Placement, Human Resources Services Business, we will build an organic customer acquisition system by strengthening the branding and functions of our flagship site “AND-PRO”(Note) and expanding its content. In addition, we will promote operational efficiency by developing the skills of consultants and utilizing AI, and enhance our competitive advantage by providing higher-quality services to client companies, medical institutions, and registrants. At the same time, we will improve the competitiveness of the entire organization by actively recruiting human resources and developing an education system to quickly make young employees productive and review their compensation. In the nurse staffing service, we will strive to improve profit margins by promoting negotiations with clients for dispatching fees. In addition, the Company will work to efficiently acquire temporary staffing job offers through collaboration with the Nurse Placement Business and to acquire registered temporary workers by promoting the placement of acquaintances.

Note: "AND-PRO" is the service brand for our personnel placement business. We are pleased to announce the launch of our flagship website, "AND-PRO," which serves as the core of this brand. For further details, please refer to the document titled "About the 'AND-PRO' Service Brand," which is scheduled to be published today in the "Investor Relations" section of our corporate website.

Recruiting Business, the Company will strive to provide comprehensive proposals that combine results-based approaches, industry-specific recruitment media, recruitment consulting, etc., with a focus on proposals in aggregation-type recruiting services centered on Indeed. In addition, we will improve the value we provide to customers and enhance our competitive advantage by expanding the range of products we handle and developing new products. Furthermore, we will promote the development of new customers by effectively utilizing external partners, aiming to expand the number of business partners. In the new graduate nursing field, the Company will invest in the functional development of "Kango-roo! Shukatsu," a job search website for nursing students, and will also promote the development of schools that offer job search seminars to build a foundation for attracting students. At the same time, we will strengthen our business foundation by building relationships with medical institutions through proposals that solve recruitment issues.

Local Information Service Business, in the Media segment, we will work to expand sales, primarily through social media advertising in the marketing area for restaurants and shops, and Indeed in the recruitment area. In the Housing & Real Estate domain, we will also work to raise sales by proposing media placement linked to events. In the posting service, the Group will strive to improve profitability by expanding the range of products for distribution, while also striving to stabilize the distribution organization. In the Consulting Services segment, in the career change domain, we will strengthen our personnel structure in each area and strive for further business expansion.

HR Platform Business, we will review the format of events and strengthen matching measures to increase the return on investment for customers, thereby improving customer satisfaction and enhancing our competitive advantage. In addition, the Group will strive to expand the number of members and strengthen relationships by expanding highly unique content on the "Nihon no Jinjibu" site. In addition, we will strengthen support for matching customers and users by deepening our relationships with users through the HR community.

Overseas Business, in the United States, the Company will strive to improve the retention rate of employees by improving working conditions through a review of the salary system and other measures. In Mexico, the Group will strengthen its personnel structure and strengthen marketing to acquire registrants. In Europe, the Group will focus on areas with high recruitment needs, such as manufacturing, trading, and finance, while also intensively developing new customers in Europe by participating in business events and other means. In Viet Nam, we will work to rebuild our organizational structure to restore the performance of Japanese people in Personnel Placement. In Thailand, we will strive to deepen our relationships with customers by participating in business events and other activities, while also focusing on developing new markets.

(5) Basic Policy on Profit Distribution and Dividends for the Current and Next Fiscal Periods

The Company considers the return of profits to shareholders to be an important management issue and is striving for sustainable growth and the enhancement of corporate value.

Based on a target payout ratio of 50%, we plan to pay a dividend of 21 yen per share for the fiscal year ended March 31, 2026 (an increase of 3 yen from the most recent dividend forecast of 18 yen). As a result, the annual dividend for the current period is expected to be 113 yen per share, including the 50 yen per share dividend for 2Q-end Note: already paid, on a pre-stock split basis.

In addition, to optimize capital efficiency and further strengthen shareholder returns, the Company announced today a new dividend policy with a minimum annual dividend of 38 yen (114 yen before the stock split). For the three year period ending March 31, 2029, the Company will pay dividends of 38 yen per share, the minimum annual dividends, or an amount based on a payout ratio of 70 %, whichever is higher. Based on this new dividend policy, the Company plans to pay an annual dividend of 38 yen per share (19 yen in 2Q-end and 19 yen in Year-end) for the next fiscal year.

Note: The Company conducted a three for-one common stock split on December 1, 2025. 2Q-end dividend for the fiscal year ended March 31, 2026 will be 50 yen per share, as the number of shares before the stock split is subject to the dividend.

2. Basic Approach to the Selection of Accounting Standards

The Group's policy is to prepare its consolidated financial statements in accordance with Japanese GAAP for the time being, taking into consideration comparability of the consolidated financial statements over different accounting periods and between companies.

With regard to the application of International Financial Reporting Standards (IFRS), the Group's policy is to respond appropriately while considering various circumstances in Japan and overseas.

3. Consolidated Financial Statements and Principal Notes

(1) Consolidated balance sheet

(Thousands of yen)

	FY3/25 (As of March 31, 2025)	FY3/26 (As of March 31, 2026)
Assets		
Current assets		
Cash and deposits	15,052,626	13,283,678
Notes and accounts receivable - trade	3,894,008	3,874,981
Other	465,581	531,672
Allowance for doubtful accounts	(5,800)	(7,748)
Total current assets	19,406,416	17,682,584
Non-current assets		
Property, plant and equipment		
Buildings and structures	1,877,530	1,600,535
Accumulated depreciation	(912,057)	(716,916)
Buildings and structures, net	965,472	883,619
Vehicles	39,284	41,735
Accumulated depreciation	(15,000)	(24,257)
Vehicles, net	24,283	17,478
Tools, furniture and fixtures	599,194	614,688
Accumulated depreciation	(336,249)	(392,224)
Tools, furniture and fixtures, net	262,945	222,464
Land	176,789	130,169
Leased assets	3,756	-
Accumulated depreciation	(3,067)	-
Leased assets, net	688	-
Total property, plant and equipment	1,430,179	1,253,731
Intangible assets		
Software	1,056,266	1,309,538
Software in progress	230,071	332,392
Goodwill	174,733	155,080
Other	10,646	10,646
Total intangible assets	1,471,717	1,807,658
Investments and other assets		
Investment securities	1,762,665	3,636,253
Leasehold deposits	803,568	903,630
Deferred tax assets	220,211	613,827
Other	47,506	79,982
Allowance for doubtful accounts	(11,593)	(31,172)
Total investments and other assets	2,822,359	5,202,520
Total non-current assets	5,724,256	8,263,910
Total assets	25,130,673	25,946,494

(Thousands of yen)

	FY3/25 (As of March 31, 2025)	FY3/26 (As of March 31, 2026)
Liabilities		
Current liabilities		
Accounts payable - trade	1,419,419	1,065,342
Short-term borrowings	119,999	80,001
Accounts payable - other	1,330,959	1,480,236
Accrued expenses	838,835	897,858
Lease liabilities	741	-
Income taxes payable	1,432,501	780,712
Accrued consumption taxes	430,542	458,657
Provision for bonuses	929,141	999,270
Provision for bonuses for directors (and other officers)	61,542	-
Asset retirement obligations	-	10,260
Other	446,500	436,633
Total current liabilities	7,010,182	6,208,972
Non-current liabilities		
Deferred tax liabilities	4,726	9,051
Provision for share awards	-	35,317
Retirement benefit liability	23,397	33,338
Asset retirement obligations	250,263	279,877
Total non-current liabilities	278,387	357,584
Total liabilities	7,288,570	6,566,557
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	352,750	352,750
Retained earnings	16,131,924	18,425,035
Treasury shares	(266,704)	(266,280)
Total shareholders' equity	16,569,287	18,862,822
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,137,233	381,570
Foreign currency translation adjustment	132,338	131,336
Total accumulated other comprehensive income	1,269,571	512,906
Non-controlling interests	3,243	4,208
Total net assets	17,842,102	19,379,937
Total liabilities and net assets	25,130,673	25,946,494

(2) Consolidated statement of income and Consolidated statement of comprehensive income

Consolidated statement of income

(Thousands of yen)

	FY3/25 (from April 1, 2024 to March 31, 2025)	FY3/26 (from April 1, 2025 to March 31, 2026)
Net sales	32,501,017	33,924,750
Cost of sales	11,116,365	11,337,224
Gross profit	21,384,651	22,587,525
Selling, general and administrative expenses	16,851,165	18,003,834
Operating profit	4,533,486	4,583,690
Non-operating income		
Interest income	8,330	41,050
Dividend income	8,062	7,056
Foreign exchange gains	16,611	21,462
Sales cooperation money received	17,725	11,672
Books Sales commission	12,130	9,936
Other	16,735	16,721
Total non-operating income	79,596	107,899
Non-operating expenses		
Interest expenses	1,443	1,404
Commission expenses	311	245
Other	3	58
Total non-operating expenses	1,758	1,709
Ordinary profit	4,611,324	4,689,881
Extraordinary income		
Gain on sale of investment securities	718,380	1,164,476
Gain on reversal of Foreign currency translation adjustment	-	25,179
Total extraordinary income	718,380	1,189,656
Extraordinary losses		
Loss on sale of non-current assets	136	-
Loss on retirement of non-current assets	1,702	456
Loss on sale of investment securities	-	3,495
Loss on valuation of investment securities	13,808	-
Office relocation expenses	-	4,500
Impairment losses	-	69,534
Loss on liquidation of subsidiaries and associates	9,519	24,500
Total extraordinary losses	25,166	102,486
Profit before income taxes	5,304,537	5,777,051
Income taxes - current	1,888,062	1,660,008
Income taxes - deferred	(167,319)	(42,452)
Total income taxes	1,720,743	1,617,556
Profit	3,583,794	4,159,495
Profit attributable to non-controlling interests	232	519
Profit attributable to owners of parent	3,583,562	4,158,976

Consolidated statement of comprehensive income

(Thousands of yen)

	FY3/25 (from April 1, 2024 to March 31, 2025)	FY3/26 (from April 1, 2025 to March 31, 2026)
Profit	3,583,794	4,159,495
Other comprehensive income		
Valuation difference on available-for-sale securities	(234,943)	(755,662)
Foreign currency translation adjustment	37,137	(330)
Total other comprehensive income	(197,805)	(755,992)
Comprehensive income	3,385,988	3,403,502
breakdown		
Comprehensive income attributable to owners of parent	3,386,248	3,402,311
Comprehensive income attributable to non-controlling interests	(259)	1,191

(3) Consolidated statement of changes in equity
FY3/25 (from April 1, 2024 to March 31, 2025)

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	351,317	429,830	14,512,614	(343,784)	14,949,977
Changes during period					
Dividends of surplus			(1,964,252)		(1,964,252)
Profit attributable to owners of parent			3,583,562		3,583,562
Purchase of treasury shares				(263,620)	(263,620)
Disposal of treasury shares		140,655		122,964	263,620
Cancellation of treasury shares		(217,735)		217,735	-
Net changes in items other than shareholders' equity					
Total changes during period	-	(77,080)	1,619,309	77,080	1,619,309
Balance at end of period	351,317	352,750	16,131,924	(266,704)	16,569,287

	Accumulated other comprehensive income			Non-controlling interests	Total net assets
	Valuation difference on available-for-sale securities	Foreign currency translation adjustment	Total accumulated other comprehensive income		
Balance at beginning of period	1,372,176	94,708	1,466,885	3,578	16,420,441
Changes during period					
Dividends of surplus					(1,964,252)
Profit attributable to owners of parent					3,583,562
Purchase of treasury shares					(263,620)
Disposal of treasury shares					263,620
Cancellation of treasury shares					-
Net changes in items other than shareholders' equity	(234,943)	37,629	(197,313)	(334)	(197,648)
Total changes during period	(234,943)	37,629	(197,313)	(334)	1,421,661
Balance at end of period	1,137,233	132,338	1,269,571	3,243	17,842,102

FY3/26 (from April 1, 2025 to March 31, 2026)

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	351,317	352,750	16,131,924	(266,704)	16,569,287
Changes during period					
Dividends of surplus			(1,865,865)		(1,865,865)
Profit attributable to owners of parent			4,158,976		4,158,976
Purchase of treasury shares				(171)	(171)
Disposal of treasury shares				595	595
Cancellation of treasury shares					-
Net changes in items other than shareholders' equity					
Total changes during period	-	-	2,293,110	423	2,293,534
Balance at end of period	351,317	352,750	18,425,035	(266,280)	18,862,822

	Accumulated other comprehensive income			Non-controlling interests	Total net assets
	Valuation difference on available-for-sale securities	Foreign currency translation adjustment	Total accumulated other comprehensive income		
Balance at beginning of period	1,137,233	132,338	1,269,571	3,243	17,842,102
Changes during period					
Dividends of surplus					(1,865,865)
Profit attributable to owners of parent					4,158,976
Purchase of treasury shares					(171)
Disposal of treasury shares					595
Cancellation of treasury shares					-
Net changes in items other than shareholders' equity	(755,662)	(1,002)	(756,665)	964	(755,700)
Total changes during period	(755,662)	(1,002)	(756,665)	964	1,537,834
Balance at end of period	381,570	131,336	512,906	4,208	19,379,937

(4) Consolidated statement of cash flows

(Thousands of yen)

	FY3/25 (from April 1, 2024 to March 31, 2025)	FY3/26 (from April 1, 2025 to March 31, 2026)
Cash flows from operating activities		
Profit before income taxes	5,304,537	5,777,051
Depreciation	554,141	593,757
Impairment losses	-	69,534
Amortization of goodwill	19,455	19,652
Increase (decrease) in allowance for doubtful accounts	9,008	21,528
Increase (decrease) in provision for bonuses	284,108	66,337
Increase (decrease) in provision for bonuses for directors (and other officers)	26,183	(61,542)
Increase (decrease) in provision for share awards	-	35,317
Increase (decrease) in retirement benefit liability	5,758	9,940
Interest and dividend income	(16,392)	(48,107)
Interest expenses	1,443	1,404
Foreign exchange losses (gains)	(16,611)	(21,462)
Loss (gain) on sale of non-current assets	136	-
Loss on retirement of non-current assets	1,702	456
Loss (gain) on sale of investment securities	(718,380)	(1,160,981)
Loss (gain) on valuation of investment securities	13,808	-
Gain on reversal of Foreign currency translation adjustment	-	(25,179)
Loss (gain) on liquidation of subsidiaries and associates	9,519	24,500
Decrease (increase) in trade receivables	(871,529)	2,085
Increase (decrease) in trade payables	617,926	(340,263)
Decrease (increase) in leasehold and guarantee deposits	22,679	(99,506)
Increase (decrease) in accrued consumption taxes	11,243	25,773
Other	(94,715)	104,527
Subtotal	5,164,024	4,994,823
Interest and dividends received	16,364	33,048
Interest paid	(1,451)	(1,398)
Income taxes paid	(1,020,249)	(2,299,162)
Cash flows from operating activities	4,158,687	2,727,310
Cash flows from investing activities		
Net decrease (increase) in time deposits	15,142	(100,000)
Purchase of property, plant and equipment	(123,332)	(35,337)
Proceeds from sale of property, plant and equipment	807	47,961
Purchase of intangible assets	(584,310)	(811,740)
Purchase of investment securities	(3,610)	(3,029,238)
Proceeds from sale of investment securities	760,272	1,214,605
Payments for asset retirement obligations	(29,300)	-
Payments for acquisition of businesses	(260,043)	-
Other	-	5,307
Cash flows from investing activities	(224,374)	(2,708,442)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	(1,503)	(39,998)
Repayments of lease liabilities	(1,092)	(741)
Purchase of treasury shares	(263,620)	(171)
Proceeds from disposal of treasury shares	263,620	729
Dividends paid	(1,962,723)	(1,864,816)
Dividends paid to non-controlling interests	(341)	-
Cash flows from financing activities	(1,965,660)	(1,904,998)
Effect of exchange rate change on cash and cash equivalents	41,188	17,706
Net increase (decrease) in cash and cash equivalents	2,009,841	(1,868,422)
Cash and cash equivalents at beginning of period	12,997,347	15,007,188
Cash and cash equivalents at end of period	15,007,188	13,138,765

(5) Notes to Consolidated Financial Statements

(Notes on going concern assumption)

No items to be reported

(Notes to Segment Information, etc.)

1. Description of reportable segments

The Company's reportable segments consist of the Company Group's constituent units for which separate financial information is available and which are subject to periodic examination in order for the Board of Directors to determine the allocation of management resources and evaluate the financial results.

•The Group is engaged in businesses spanning multiple industries, including providing services related to Personnel Placement temporary staffing and job advertising, and publishing regional information magazines. The Company and its consolidated subsidiaries (hereinafter, "business operating companies") independently formulate comprehensive business strategies for each business and develop business activities on their own initiative as independent management units.

Accordingly, the Group is composed of segments classified by industry based on the Company's business operating organization and business operating companies, and has five reportable segments: Human Resources Services Business, Recruiting Business, Local Information Service Business, HR Platform Business, and Overseas Business.

In Human Resources Services Business, the Group mainly provides Personnel Placement, temporary staffing, temporary employment dispatching with the possibility of permanent employment, business contracting, and nursery school operations. The main services of Recruiting Business are an advertising agency for job advertisements, provision of recruitment support tools, education and training, and human resources outsourcing. The main services of Local Information Service Business include publication of regional newsletters, support for web promotions, posting, and consulting (face-to-face consultation services). In HR Platform Business, the Group mainly operates the Nihon no Jinjibu site, plans and operates Nihon no Jinjibu events, and provides support for web promotions. Overseas Business, the Group provides Personnel Placement, temporary staffing, and human resource consulting services in the United States, Mexico, United Kingdom, Netherlands, Germany, Vietnam, Thailand. The liquidation of Shanghai Quick CO., LTD. was completed in December 2025.

Disclosure of changes, etc. in reportable segments

(Changes in Segment Classification)

From the beginning of the current fiscal year, some of the businesses that were previously included in the "Human Resources Services Business" segment have been reclassified to the "Recruiting Business" segment in order to change the segmentation of businesses to more accurately reflect the actual situation.

Segment information for the previous fiscal year is based on the new reportable segments.

2. Calculation method for the amounts of items in Net sales, income or loss, Assets, and Other by reportable segment

The accounting method used for the reported business segments complies with the accounting policy adopted for the preparation of the consolidated financial statements.

Profits of reportable segments are based on the Operating profit.

The internal revenue and transfer amounts between segments are based on the prevailing prices in the market.

3. Information on the amounts of items by Net sales, profits or losses, Assets, and Other by reportable segment and breakdown of revenue

FY3/25 (from April 1, 2024 to March 31, 2025)

(Thousands of yen)

	Reportable segments						Adjustment (Note 1)	Amount in the consolidated financial statements (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	22,684,271	3,490,310	2,670,290	1,247,145	2,408,999	32,501,017	-	32,501,017
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	22,684,271	3,490,310	2,670,290	1,247,145	2,408,999	32,501,017	-	32,501,017
Inter-segment sales and transfers	5,143	100,067	15,626	4,094	5,433	130,364	(130,364)	-
Total	22,689,415	3,590,377	2,685,916	1,251,240	2,414,432	32,631,382	(130,364)	32,501,017
Segment profit	3,924,529	884,268	362,577	588,314	134,955	5,894,645	(1,361,158)	4,533,486
Assets, Segments	13,200,333	3,531,408	1,977,200	2,084,894	1,097,232	21,891,069	3,239,603	25,130,673
Other items								
Depreciation	426,454	23,633	20,734	4,833	19,979	495,635	58,506	554,141
Amortization of goodwill	-	19,455	-	-	-	19,455	-	19,455
Increase in Property, plant and equipment and Intangible assets	308,295	526,518	3,615	-	49,478	887,908	53,397	941,306

Note: 1. Details of adjustments are as follows:

(1) The segment profit adjustment of (1,361,158) thousand yen includes 534,004 thousand yen in elimination of inter-segment transactions and (1,895,163) thousand yen in company-wide expenses in that are not allocated to any of the reportable segments. Corporate expenses are mainly expenses related to the administrative divisions, such as the General Affairs and Accounting divisions, that do not belong to any reportable segment.

(2) The 3,239,603 thousand yen adjustment to Segments Assets includes elimination for inter-segment transactions of (251,428) thousand yen and 3,491,031 thousand yen for corporate Assets not allocated to any reportable segment. Entire company Assets mainly includes the Company's surplus operating funds (Cash and deposits), Long-term investments funds (Investment securities), and Assets, etc. related to administrative divisions that do not belong to any reportable segment.

(3) The adjustment of 58,506 thousand yen for Depreciation consists of Depreciation in Assets that is not attributable to any of the reportable segments.

(4) The 53,397 thousand yen adjustment to the increase in Property, plant and equipment and Intangible assets consists of Assets and other assets related to administrative divisions that do not belong to any of the reportable segments.

2. Segment profit is adjusted with Operating profit in Consolidated statement of income.

3. Overseas Business includes the United States, Mexico, United Kingdom, Netherlands, China, Vietnam, Thailand.

FY3/26 (from April 1, 2025 to March 31, 2026)

(Thousands of yen)

	Reportable segments						Adjustment (Note 1)	Amount in the consolidated financial statements (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	23,478,473	3,708,054	3,054,075	1,127,096	2,557,050	33,924,750	-	33,924,750
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	23,478,473	3,708,054	3,054,075	1,127,096	2,557,050	33,924,750	-	33,924,750
Inter-segment sales and transfers	3,997	278,982	30,616	520	2,097	316,214	(316,214)	-
Total	23,482,471	3,987,037	3,084,691	1,127,616	2,559,148	34,240,964	(316,214)	33,924,750
Segment profit	3,640,424	1,145,607	490,505	476,006	169,283	5,921,827	(1,338,137)	4,583,690
Assets, Segments	12,747,133	3,779,835	2,222,623	2,146,956	1,156,812	22,053,361	3,893,133	25,946,494
Other items								
Depreciation	411,947	85,607	24,024	3,691	22,881	548,153	45,604	593,757
Amortization of goodwill	-	19,652	-	-	-	19,652	-	19,652
Increase in Property, plant and equipment and Intangible assets	583,660	243,546	41,251	-	17,198	885,657	-	885,657

Note: 1. Details of adjustments are as follows:

(1) The segment profit adjustment of (1,338,137) thousand yen includes 225,645 thousand yen in elimination of inter-segment transactions and (1,563,782) thousand yen in company-wide expenses in that are not allocated to any of the reportable segments. Corporate expenses are mainly expenses related to the administrative divisions, such as the General Affairs and Accounting divisions, that do not belong to any reportable segment.

(2) The 3,893,133 thousand yen adjustment to Segments Assets includes elimination for inter-segment transactions of (1,258,263) thousand yen and 5,151,397 thousand yen for corporate Assets not allocated to any reportable segment. entire company Assets mainly includes the Company's surplus operating funds (Cash and deposits), Long-term investments funds (Investment securities), and Assets, etc. related to administrative divisions that do not belong to any reportable segment.

(3) The adjustment of 45,604 thousand yen for Depreciation consists of Depreciation in Assets that is not attributable to any of the reportable segments.

2. Segment profit is adjusted with Operating profit in Consolidated statement of income.

3. Overseas Business includes the United States, Mexico, United Kingdom, Netherlands, Germany, China, Vietnam, Thailand.

(Notes to Per Share Information)

	FY3/25 (from April 1, 2024 to March 31, 2025)	FY3/26 (from April 1, 2025 to March 31, 2026)
Net assets per share	317.86 yen	345.24 yen
Net income per share	63.85 yen	74.11 yen

Note 1. Diluted Net income per share is not presented because there are no dilutive shares.

2. The Company conducted a three for-one stock split of its common stock on December 1, 2025. "Net assets per share" and "Net income per share" are calculated as if this stock split had taken place at the beginning of FY2025.

3. In calculating the "Net assets per share," the Company's shares held by the "ESOP Trust" (420,000 shares as of March 31, 2025 and 419,000 shares as of March 31, 2026) were included in the total number of issued shares, which was to be deducted from the Year-end Treasury shares.

4. For the purpose of calculating "Net income per share," the shares of the Company held by the "ESOP Trust" (12,000 shares for the year ended December 31, 2025 and 419,000 shares for the year ended December 31, 2026) were included in Treasury shares, which was to be deducted from the "Average number of shares outstanding during the period."

5. The basis for calculating Net income per share is as follows.

	FY3/25 (from April 1, 2024 to March 31, 2025)	FY3/26 (from April 1, 2025 to March 31, 2026)
Profit attributable to owners of parent (Thousand yen)	3,583,562	4,158,976
Account not reverting to ordinary shareholders (Thousand yen)	-	-
Profit attributable to owners of parent (Thousand yen) related to common shares	3,583,562	4,158,976
Average number of shares of common stock during the term (Thousand shares)	56,121	56,121

Note: The Company conducted a three for-one stock split of its common stock on December 1, 2025. The average number of shares outstanding during the period is calculated as if this stock split had taken place at the beginning of the previous fiscal year.

(Notes on Significant Subsequent Events)

(Introduction of Restricted Stock Granting System for Employees)

At a meeting of the Board of Directors held on April 30, 2026, the Company resolved to introduce a restricted stock compensation plan (hereinafter referred to as the "Plan") under which restricted stock will be granted to certain employees of the Company who satisfy certain conditions (hereinafter referred to as "Eligible Employees").

1. Purpose of introducing the Plan

This program is introduced as part of "human capital investment" to provide eligible employees with incentives to increase corporate value over the medium to long term and to foster a sense of participation in management, with the aim of leading to the sustainable increase of the Company's corporate value.

2. Outline of the system

The restricted shares will be granted to the Eligible Employees by the Company in exchange for the monetary claims (hereinafter referred to as the "Monetary Claims"). The amount of remuneration paid to the Directors shall be the amount of remuneration When the Eligible Employees contribute the Monetary Claims to the Company in kind, the Eligible Employees will be issued or disposed of the Company's common shares as restricted shares. In addition, when issuing or disposing of the Company's common shares under the Plan, the Company shall enter into a restricted share allotment agreement (hereinafter referred to as the "Allotment Agreement") with the Eligible Employees. The details of the agreement include the following:

(1) The Eligible Employees shall not transfer or dispose of the pledged Other of the Company's common shares allotted under the Allotment Agreement during the predetermined period.

(2) In the event of certain events, the Company shall acquire the relevant ordinary shares through None compensation.

Under the Plan, the Company will provide Eligible Employees with the Monetary Claims for making in-kind contributions, and the introduction of the Plan will not reduce the Wages of Eligible Employees.

The specific details of the Other regarding the allotment of restricted shares under the Plan will be determined by the Board.

(Purchase of treasury shares)

The Company resolved at the Board of Director Meeting held on April 30, 2026, to acquire Treasury shares pursuant to Article 156 of the Companies Act of Japan, as applied pursuant to Article 165, Paragraph 3 of the same Act.

1. Reason for Purchase of treasury shares

To improve capital efficiency and implement a flexible capital policy in response to changes in the business environment.

2. Details of the acquisition

- | | |
|---|--|
| (1) Type of shares to be acquired: | Common shares of the Company |
| (2) Total number of shares to be repurchased: | 1,500,000 shares (upper limit)
(Ratio to total number of issued shares (excluding Treasury shares): 2.65 %) |
| (3) Total amount of repurchase: | 1,000 millions of yen (upper limit) |
| (4) Period of repurchase: | From May 7, 2026 to October 31, 2026 |
| (5) Method of repurchase: | Market purchase on the Tokyo Stock Exchange |

(Transfer of shares of subsidiaries)

The QUICK resolved at the Board of Directors meeting held on April 30, 2026 to transfer all shares of WORK PROJECT, Inc. ("the company"), a consolidated subsidiary of the company.

As a result of the share transfer, the company will be excluded from the scope of consolidation of the QUICK.

1. Reason for the share transfer

The QUICK Group is constantly optimizing its business portfolio and making effective use of management resources with the aim of achieving sustainable growth and increasing corporate value over the medium to long term.

Based on this policy, we have been carefully considering the future business development of the company. However, due to changes in the market environment in recent years, the creation of synergies between the business areas of subsidiary the company, limited and the Group's growth strategies has been limited.

After considering measures for the sustainable growth of the company, the Company has concluded that the transition of the company to a structure that is independent of the Group and that enables more flexible and autonomous decision-making will contribute to the regrowth of the company and the maximization of its business value. At the same time, the QUICK Group has decided to transfer the shares to the representative of the company, based on the judgment that concentrating management resources on core businesses will lead to the improvement of corporate value.

2. Name of the counterparty to the share transfer

Yoshinori Miyamoto

Address: Yao, Osaka

3. Date of share transfer

July 1, 2026 (scheduled)

4. Name and business of the subsidiary

Company name: WORK PROJECT, Inc.

Main businesses: Temporary staffing and Personnel Placement of nursery school teachers, nursery school operation and support

5. Number of shares to be transferred, transfer price, and shares held before and after the transfer

Number of shares held before the transfer: 400 shares (Percentage of voting rights held: 100%)

Number of shares to be transferred: 400 shares

Transfer price: The transfer price will be determined by taking into account the results of the share valuation conducted by a third party appraiser to ensure fairness and appropriateness.

Number of shares held after the transfer: 0 shares (Percentage of voting rights held: 0 %)

6. Impact on business performance

We believe that the impact of the transfer of shares of the subsidiary on our consolidated financial results will be minimal, but we will promptly disclose any matters that should be disclosed in the future.

4. Non-consolidated Financial Statements

(1) Balance sheet

(Thousands of yen)

	FY3/25 (As of March 31, 2025)	FY3/26 (As of March 31, 2026)
Assets		
Current assets		
Cash and deposits	10,575,961	9,399,738
Notes receivable - trade	2,466	3,874
Accounts receivable - trade	2,896,036	2,855,864
Advance payments to suppliers	17,522	17,357
Prepaid expenses	213,015	273,387
Accounts receivable - other	131,705	141,546
Short-term loans receivable	448,760	462,744
Other	70,705	86,923
Allowance for doubtful accounts	(5,300)	(9,850)
Total current assets	14,350,872	13,231,587
Non-current assets		
Property, plant and equipment		
Buildings	454,829	437,625
Structures	1,447	1,329
Tools, furniture and fixtures	189,914	150,689
Total property, plant and equipment	646,191	589,645
Intangible assets		
Software	1,032,729	1,286,352
Software in progress	230,071	332,392
Goodwill	174,265	155,080
Other	3,942	3,942
Total intangible assets	1,441,009	1,777,767
Investments and other assets		
Investment securities	1,762,665	3,636,253
Shares of subsidiaries and associates	949,428	903,468
Investments in capital	80	80
Leasehold deposits	688,739	782,180
Deferred tax assets	221,990	579,730
Other	71,085	102,114
Allowance for doubtful accounts	(11,160)	(28,600)
Total investments and other assets	3,682,829	5,975,227
Total non-current assets	5,770,029	8,342,640
Total assets	20,120,902	21,574,227

(Thousands of yen)

	FY3/25 (As of March 31, 2025)	FY3/26 (As of March 31, 2026)
Liabilities		
Current liabilities		
Accounts payable - trade	1,327,379	984,864
Short-term borrowings	-	1,000,000
Advances received	31,835	65,946
Accounts payable - other	937,090	1,033,585
Income taxes payable	1,137,551	572,359
Accrued consumption taxes	269,831	310,255
Deposits received	73,070	74,197
Accrued expenses	630,328	677,108
Provision for bonuses	695,222	709,337
Provision for bonuses for directors (and other officers)	55,000	-
Other	39,577	36,101
Total current liabilities	5,196,887	5,463,757
Non-current liabilities		
Provision for share awards	-	34,119
Asset retirement obligations	193,157	217,768
Total non-current liabilities	193,157	251,888
Total liabilities	5,390,045	5,715,645
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus		
Legal capital surplus	271,628	271,628
Other capital surplus	119,114	119,114
Total capital surplus	390,742	390,742
Retained earnings		
Legal retained earnings	16,643	16,643
Other retained earnings		
General reserve	8,950,000	9,750,000
Retained earnings brought forward	4,151,625	5,234,589
Total retained earnings	13,118,268	15,001,232
Treasury shares	(266,704)	(266,280)
Total shareholders' equity	13,593,624	15,477,011
Valuation and translation adjustments		
Valuation difference on available-for-sale securities	1,137,233	381,570
Total valuation and translation adjustments	1,137,233	381,570
Total net assets	14,730,857	15,858,582
Total liabilities and net assets	20,120,902	21,574,227

(2) Statement of income

(Thousands of yen)

	FY3/25 (from April 1, 2024 to March 31, 2025)	FY3/26 (from April 1, 2025 to March 31, 2026)
Net sales	21,820,742	22,929,784
Cost of sales	5,884,726	6,051,708
Gross profit	15,936,015	16,878,076
Selling, general and administrative expenses	12,904,500	13,794,729
Operating profit	3,031,514	3,083,347
Non-operating income		
Interest income	13,710	46,032
Dividend income	484,641	438,471
Sales cooperation money received	17,725	11,672
Consulting fee income	198,189	210,022
Other	30,511	34,152
Total non-operating income	744,778	740,351
Non-operating expenses		
Interest expenses	-	5,584
Commission expenses	311	245
Total non-operating expenses	311	5,830
Ordinary profit	3,775,981	3,817,867
Extraordinary income		
Gain on sale of investment securities	718,380	1,164,476
Total extraordinary income	718,380	1,164,476
Extraordinary losses		
Loss on retirement of non-current assets	1,702	-
Loss on sale of investment securities	-	3,495
Loss on valuation of investment securities	13,808	-
Loss on valuation of shares of subsidiaries and associates	8,401	2,633
Loss on liquidation of subsidiaries and associates	-	13,441
Total extraordinary losses	23,912	19,570
Profit before income taxes	4,470,449	4,962,773
Income taxes - current	1,427,986	1,224,674
Income taxes - deferred	(130,783)	(10,730)
Total income taxes	1,297,202	1,213,944
Profit	3,173,246	3,748,829

(3) Statement of changes in equity

FY3/25 (from April 1, 2024 to March 31, 2025)

(Thousands of yen)

	Shareholders' equity							
	Share capital	Capital surplus			Legal retained earnings	Retained earnings		
		Legal capital surplus	Other capital surplus	Total capital surplus		Other retained earnings		Total retained earnings
						General reserve	Retained earnings brought forward	
Balance at beginning of period	351,317	271,628	196,194	467,823	16,643	8,150,000	3,742,631	11,909,274
Changes during period								
Dividends of surplus							(1,964,252)	(1,964,252)
Provision of general reserve						800,000	(800,000)	-
Profit							3,173,246	3,173,246
Purchase of treasury shares								
Disposal of treasury shares			140,655	140,655				
Cancellation of treasury shares			(217,735)	(217,735)				
Net changes in items other than shareholders' equity								
Total changes during period	-	-	(77,080)	(77,080)	-	800,000	408,994	1,208,994
Balance at end of period	351,317	271,628	119,114	390,742	16,643	8,950,000	4,151,625	13,118,268

	Shareholders' equity		Valuation and translation adjustments		Total net assets
	Treasury shares	Total shareholders' equity	Valuation difference on available-for-sale securities	Total valuation and translation adjustments	
Balance at beginning of period	(343,784)	12,384,630	1,372,176	1,372,176	13,756,807
Changes during period					
Dividends of surplus		(1,964,252)			(1,964,252)
Provision of general reserve		-			-
Profit		3,173,246			3,173,246
Purchase of treasury shares	(263,620)	(263,620)			(263,620)
Disposal of treasury shares	122,964	263,620			263,620
Cancellation of treasury shares	217,735	-			-
Net changes in items other than shareholders' equity			(234,943)	(234,943)	(234,943)
Total changes during period	77,080	1,208,994	(234,943)	(234,943)	974,050
Balance at end of period	(266,704)	13,593,624	1,137,233	1,137,233	14,730,857

FY3/26 (from April 1, 2025 to March 31, 2026)

(Thousands of yen)

	Shareholders' equity							
	Share capital	Capital surplus			Legal retained earnings	Retained earnings		
		Legal capital surplus	Other capital surplus	Total capital surplus		Other retained earnings		Total retained earnings
						General reserve	Retained earnings brought forward	
Balance at beginning of period	351,317	271,628	119,114	390,742	16,643	8,950,000	4,151,625	13,118,268
Changes during period								
Dividends of surplus							(1,865,865)	(1,865,865)
Provision of general reserve						800,000	(800,000)	-
Profit							3,748,829	3,748,829
Purchase of treasury shares								
Disposal of treasury shares								
Cancellation of treasury shares								
Net changes in items other than shareholders' equity								
Total changes during period	-	-	-	-	-	800,000	1,082,963	1,882,963
Balance at end of period	351,317	271,628	119,114	390,742	16,643	9,750,000	5,234,589	15,001,232

	Shareholders' equity		Valuation and translation adjustments		Total net assets
	Treasury shares	Total shareholders' equity	Valuation difference on available-for-sale securities	Total valuation and translation adjustments	
Balance at beginning of period	(266,704)	13,593,624	1,137,233	1,137,233	14,730,857
Changes during period					
Dividends of surplus		(1,865,865)			(1,865,865)
Provision of general reserve		-			-
Profit		3,748,829			3,748,829
Purchase of treasury shares	(171)	(171)			(171)
Disposal of treasury shares	595	595			595
Cancellation of treasury shares		-			-
Net changes in items other than shareholders' equity			(755,662)	(755,662)	(755,662)
Total changes during period	423	1,883,387	(755,662)	(755,662)	1,127,724
Balance at end of period	(266,280)	15,477,011	381,570	381,570	15,858,582