

Results of Operations for the Fiscal Year Ended March 31, 2026

May 12, 2026

QUICK CO.,LTD.

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

- 01** **FY3/26 Summary of Results**
- 02** **FY3/27 Consolidated Earnings Forecast**
- 03** **Medium-term Management Plan**
- 04** **Initiatives Aimed at Shareholder Returns
and Enhancing Corporate Value**

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and Enhancing Corporate Value

FY3/26 Consolidated Financial Highlights 1



Achieved record-high sales as well as increased in both revenue and profit through expansion of existing businesses and continued investment!!

Net sales

33.92 billion yen

YoY +4.4%

Operating profit

4.58 billion yen

YoY +1.1%

Ordinary profit

4.68 billion yen

YoY +1.7%

Profit attributable to owners of parent

4.15 billion yen

YoY +16.1%

FY3/26 Consolidated Financial Highlights 2

✓ Net sales

Revenue increased in areas other than the HR Platform Business, including the core Human Resources Services Business. In particular, the Local Information Service Business achieved a +14.4% increase in revenue. In the Human Resources Services Business, key focus areas such as construction and real estate, IT, and manufacturing performed steadily.

✓ Operating profit

The Recruiting Business, Local Information Service Business, and Overseas Business achieved double-digit profit growth.

- In the Recruiting Business, in addition to performance-based advertising for “Indeed” and “Kyujin Box,” industry- and job category-specialized media also expanded steadily, resulting in a +29.6% increase in profit.
- In the Local Information Service Business, promotional advertising for lifestyle information magazines and career transition support in the Hokushinetsu region proved successful, resulting in a +35.3% increase in profit.
- High-income-level projects orders in Europe and North America boosted profits, securing a +25.4% increase in profit year on year for the Overseas Business overall.

✓ Profit for the fiscal year

A gain on sale of investment securities of 1,164 million yen was recorded as extraordinary income due to the sale of a portion of the investment securities held, resulting in a +16.1% increase in profit.

Consolidated and Segment Results

FY3/26 Financial Results (YoY Change/Vs. Plan)



	FY3/26 Results	FY3/25 Results		FY3/26 Plan	
		Results	YoY	Plan	Vs. Plan
Net sales (millions of yen)	33,924	32,501	4.4%	33,970	(0.1%)
Gross profit	22,587	21,384	5.6%	22,970	(1.7%)
Selling, general and administrative expenses	18,003	16,851	6.8%	18,400	(2.2%)
Operating profit	4,583	4,533	1.1%	4,570	0.3%
Ordinary profit	4,689	4,611	1.7%	4,620	1.5%
Profit attributable to owners of parent	4,158	3,583	16.1%	3,700	12.4%

*Mainly due to receiving tax credits through the application of the wage increase promotion tax system, profit for the fiscal year increased by +12.4% compared with the plan.

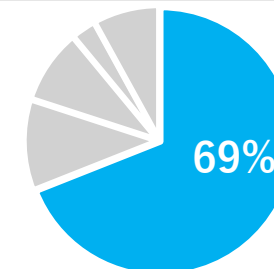
FY3/26 Segment Results (YoY Change/Vs. Plan)

	(millions of yen)	FY3/26 Results	FY3/25 Results		FY3/26 Plan	
			Results	YoY	Plan	Vs. Plan
Net sales	Human Resources Services Business	23,478	22,684	3.5%	23,567	(0.4%)
	Recruiting Business	3,708	3,490	6.2%	3,960	(6.4%)
	Local Information Service Business	3,054	2,670	14.4%	2,776	10.0%
	HR Platform Business	1,127	1,247	(9.6%)	1,194	(5.6%)
	Overseas Business	2,557	2,408	6.1%	2,471	3.5%
	Total	33,924	32,501	4.4%	33,970	(0.1%)
Operating profit	Human Resources Services Business	3,640	3,924	(7.2%)	3,864	(5.8%)
	Recruiting Business	1,145	884	29.6%	1,003	14.1%
	Local Information Service Business	490	362	35.3%	412	18.8%
	HR Platform Business	476	588	(19.1%)	472	0.7%
	Overseas Business	169	134	25.4%	166	1.4%
	Adjustment	(1,338)	(1,361)	–	(1,350)	–
	Total	4,583	4,533	1.1%	4,570	0.3%

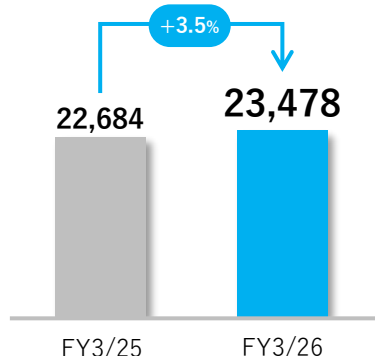
FY3/26 Segment Results (Human Resources Services Business)

Operating Environment

Against the backdrop of a structural labor shortage, companies' hiring appetite remains strong, and the overall personnel placement and staffing market continues to trend upward.



Net sales (millions of yen)



Factors for Changes in Net Sales

Personnel Placement | Increased by 780 million yen YoY

- Revenue increased due to strong performance in specific areas such as construction and real estate, IT, manufacturing, and nurse personnel placement.



Sekokan Plus

(The Sekokan Plus Website is career information site for construction management engineer)



Automotive Jobs

(Career change site for the automotive industry)

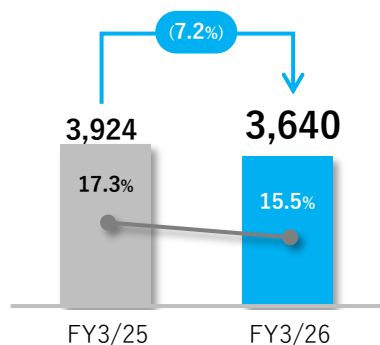


Answers

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

Operating profit (millions of yen)

● : Operating margin



Temporary staffing | Decreased by 30 million yen YoY

- Although nurse staffing performed steadily, revenue decreased in childcare worker staffing due to a declining trend in the number of registered workers.



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 50 million yen YoY

- Increased revenue as the capacity is almost fully occupied!



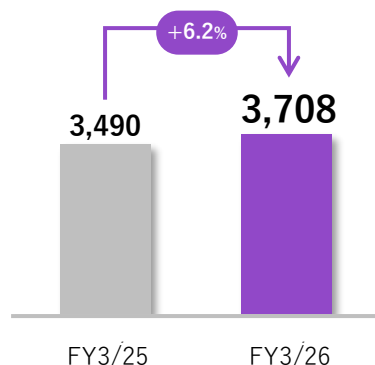
Koguma-no-Mori Daycare Center in Kitanoda

FY3/26 Segment Results (Recruiting Business)

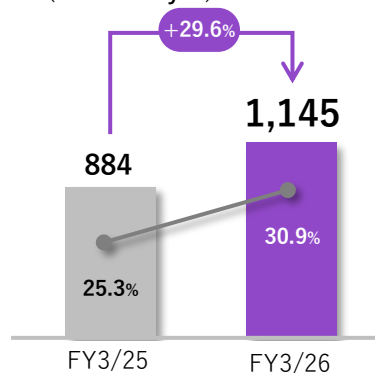
Operating Environment

While hiring needs remain strong across a wide range of industries and job categories, the diversification of recruitment methods has progressed even further, intensifying the competitive environment.

Net sales (millions of yen)



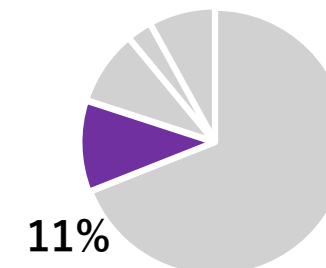
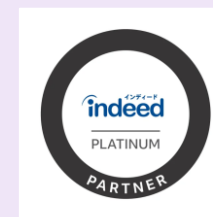
Operating profit (millions of yen)



Factors for Changes in Net Sales

Indeed / Kyujin Box / Other Media | Increased by 173 million yen

- Handling of aggregation-type recruiting services such as “Indeed” and “Kyujin Box” performed strongly, and steady progress in new client development also contributed to revenue growth. Following the discontinuation of sales of Recruit’s posting fee-based recruitment media, various media that have been actively expanded since this fiscal year, including industry-specialized media, media specializing in part-time and temporary recruitment, and employee-focused media, also experienced growth.



Recruiting consultation-related | Decreased by 22 million yen YoY

- As competition intensified due to the diversification of recruitment tools and the spread of direct recruiting, the number of new orders is stagnating.



Events

- In “Kango-roo! Shukatsu” for the new graduate nursing field, in addition to an increase in the number of participating hospitals, the number of on-campus job-hunting seminars held to attract attendees to joint information sessions was increased.

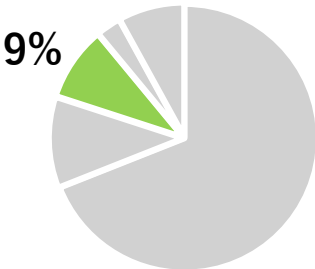
看護roo! 就活

FY3/26 Segment Results (Local Information Service Business)

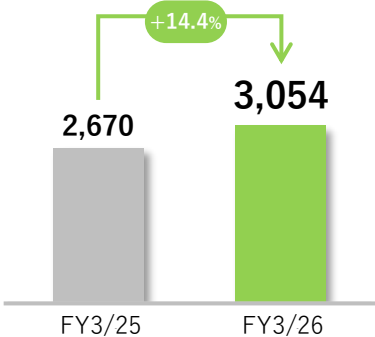
Operating Environment

Promotional advertising for restaurants and shops remained steady due to strong demand from both major companies and retail businesses.

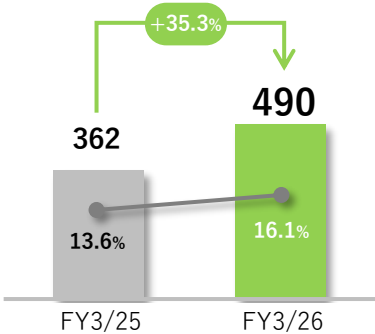
In the job change market, the personnel placement market matching local leading companies with job seekers expanded.



Net sales (millions of yen)



Operating profit (millions of yen)



Factors for Changes in Net Sales

Lifestyle information magazines | Increased by 12 million yen YoY

- In addition to strong demand from both major companies and retail businesses for promotional advertising for restaurants and shops, the publication of special issues and special editions related to housing and renovation contributed to overall revenue growth.
- Indeed performed strongly due to successful new client development and a high continuation rate among existing customers, resulting in an increase in the number of active client companies.



Indeed | Increased by 111 million yen YoY



Concierge | Increased by 195 million yen YoY

- The number of high-unit-price placements in the job change field increased amid strong hiring demand.



Cococolor Tenshoku

Posting | Increased by 19 million yen YoY

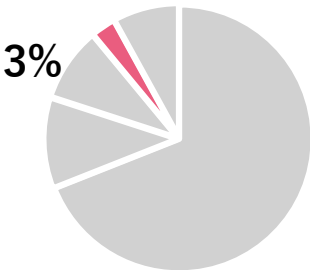
- Steady handling of mail-order and housing-related flyers, along with expanded new orders driven by strengthened web initiatives, contributed to growth.



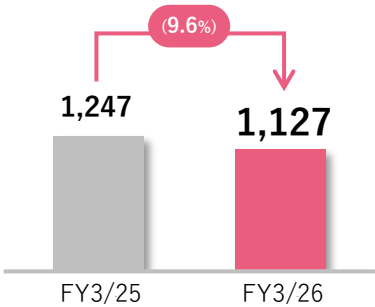
FY3/26 Segment Results (HR Platform Business)

Operating Environment

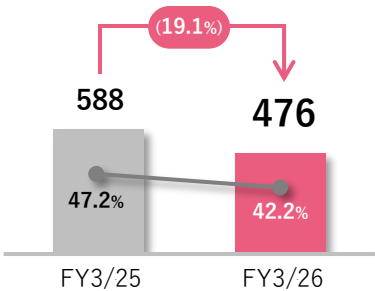
As replacement demand for services related to personnel recruitment, development, retention support, and HR tech areas has run its course, the overall market has begun to stabilize.



Net sales
(millions of yen)



Operating profit
(millions of yen)



Factors for Changes in Net Sales

Nihon no Jinjibu related service | Decreased by 145 million yen YoY

- Online advertising revenue decreased due to the completion of replacement demand for personnel recruitment and development-related services, as well as budget reductions by major clients.

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



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



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

Nihon no Jinjibu event-related

- The “HR Conference” and “HR Roundtable” performed strongly, and the launch of the new “Next-Generation Leaders Conference” also contributed to revenue growth in the events business.



Nihon no Jinjibu
HR Conference 2025 - Autumn-
(One of Japan's largest HR events in which key persons in charge of personnel matters at a variety of companies and organizations get together and discuss HR-related issues)



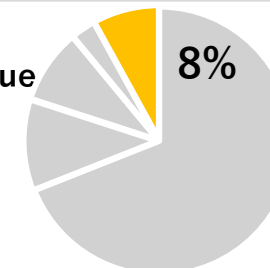
Nihon no Jinjibu
Next-Generation Leaders Conference 2026
- Winter -
(An in-person exchange event for HR leaders from various fields)

FY3/26 Segment Results (Overseas Business)

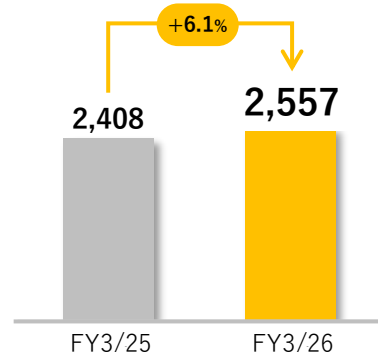
Operating Environment

In North and Central America, hiring restraint is being seen against the backdrop of tariff policies, while in the UK there are concerns over the uncertain economic outlook. Meanwhile, markets within Europe continue to perform strongly.

In Asia, demand for highly skilled personnel in Thailand remains firm.

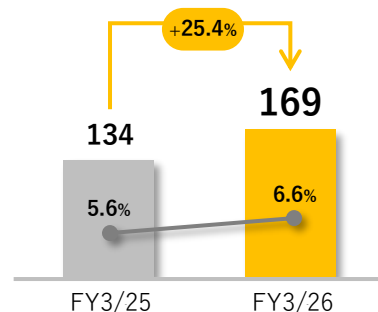


Net sales
(millions of yen)



Operating profit
(millions of yen)

● : Operating margin



Factors for Changes in Net Sales

USA |

Increased by 32 million yen YoY

- USA: Revenue increased through initiatives to receiving orders for new job openings and improve placement rates.
- United Kingdom: Revenue increased due to proactive new business development and steady growth in placements for high-income positions.



Websites to provide support in job changes and job hunting in the U.S.

U.K. |

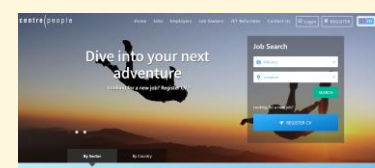
Increased by 66 million yen YoY



HR departments in the United States
(Online newsletters containing information related to HR issues in the U.S.)

Mexico |

Increased by 29 million yen YoY



Websites to provide support in job changes and job hunting in the U.K.

Netherlands |

Increased by 24 million yen YoY



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

Vietnam |

Decreased by 18 million yen YoY

- Vietnam: Revenue decreased due to intensified competition for talent with local Japanese-affiliated companies and difficulties in Japanese personnel placement.
- Thailand: Revenue increased as strengthened efforts for difficult-to-fill positions and initiatives to attract registered candidates proved successful.



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

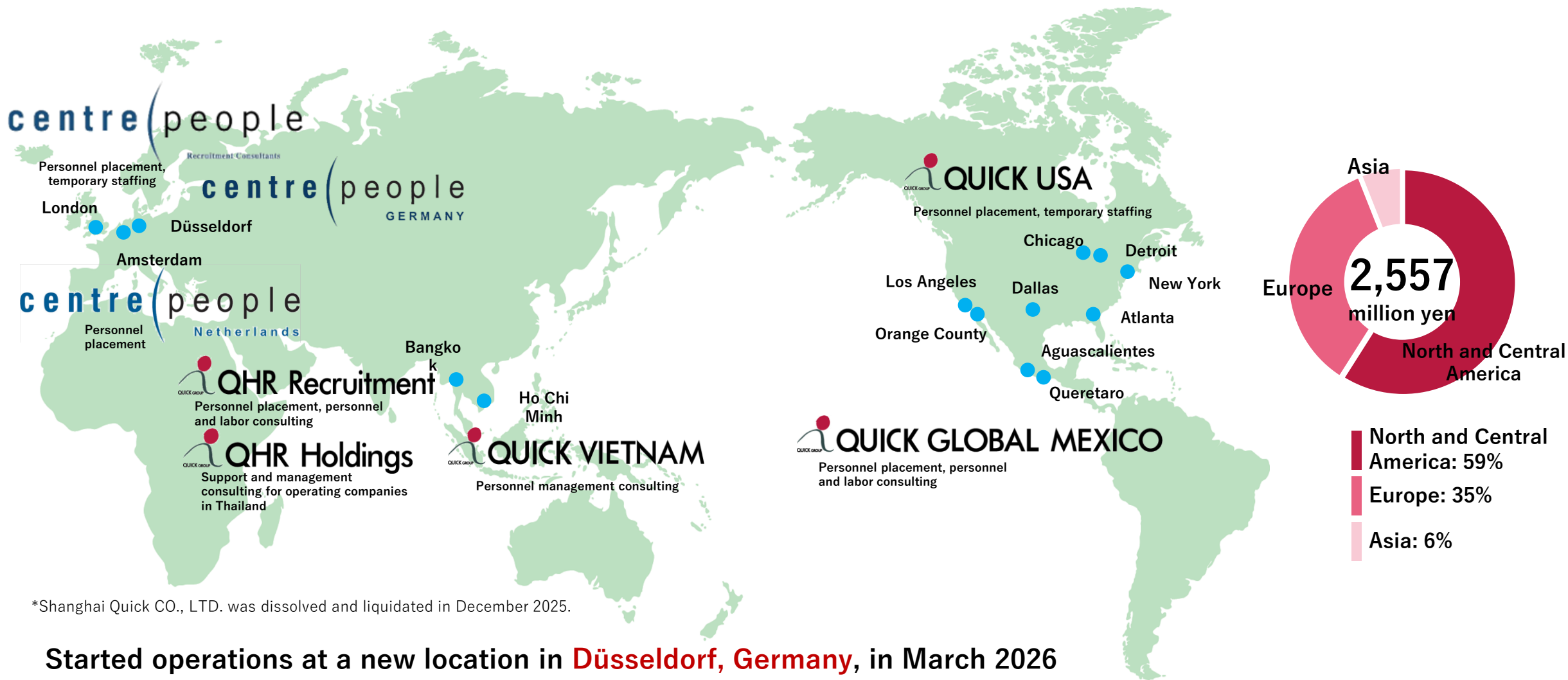
Thailand |

Increased by 37 million yen YoY



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

FY3/26 Segment Results (Overseas Business 2)



*Shanghai Quick CO., LTD. was dissolved and liquidated in December 2025.

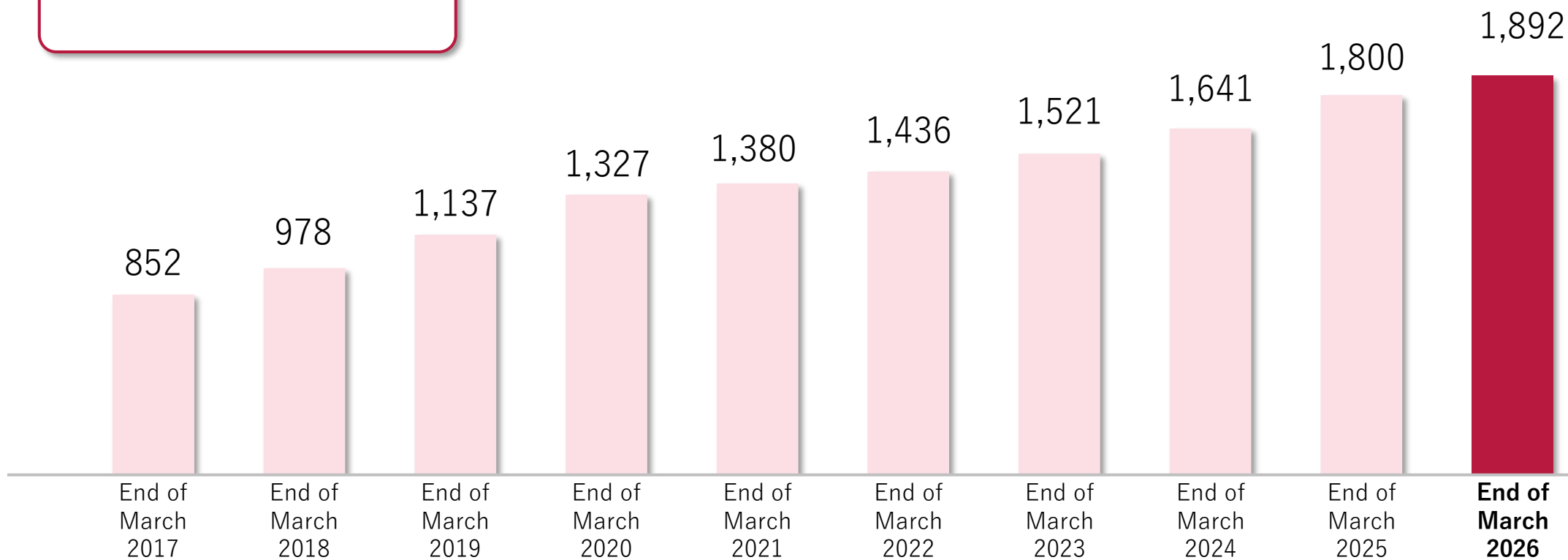
Started operations at a new location in **Düsseldorf, Germany**, in March 2026

We will continue to focus on promoting Cross Border Recruitment® to expand the performance of our overseas business.

Number of Employees (Group-wide)

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

Increased by **92**



Evaluation of the Company

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

Certified as a “2026 Certified Health & Productivity Management Outstanding Organization (Large Enterprise Category)”



What is the “Certified Health & Productivity Management Outstanding Organization Recognition Program”?

This is a recognition program established by the Japan Health Council with the aim of creating an environment in which corporations, including large enterprises and small and medium-sized companies that practice particularly outstanding health and productivity management, can gain social recognition from employees, job seekers, business partners, financial institutions, and others by making such efforts visible.

Highly rated by Openwork ranking



Best Companies to Work For Ranking 2026

Overall Ranking: 15th (out of 19,681 companies) *20th in the previous year

In category-specific evaluations, the Company also ranked highly in individual categories, including **1st** in “Openness in Communication,” **3rd** in “Mutual Respect Among Employees,” and **6th** in “Growth Environment for Employees in Their 20s.”

*The “Best Companies to Work For Ranking” is a ranking compiled by OpenWork based on quantified employee subjective satisfaction and workplace environment evaluations.

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FY3/27 Consolidated Earnings Forecast

- Forecast of increased revenue and decreased profit due to proactive growth investments
- The decrease in profit for the fiscal year is attributable to the impact of the sale of investment securities conducted in the previous fiscal year.

(millions of yen)	FY3/26 Results		FY3/27 Full year plan	
	Results	YoY	Plan	YoY
Net sales	33,924	4.4%	34,800	2.6%
Gross profit	22,587	5.6%	23,370	3.5%
Selling, general and administrative expenses	18,003	6.8%	19,260	7.0%
Operating profit	4,583	1.1%	4,110	(10.3%)
Ordinary profit	4,689	1.7%	4,220	(10.0%)
Profit attributable to owners of parent	4,158	16.1%	2,805	(32.5%)
Dividend per share	37.6 yen	—	38 yen	+0.4 yen

*The Company implemented a 3-for-1 stock split of its ordinary shares effective December 1, 2025. The dividend per share reflects the effect of the stock split.

*Gain on sale of investment securities in the previous fiscal year was 1,164 million yen.

*Figures are rounded down at the first decimal place.

FY3/27 Forecast by Segment

	(millions of yen)	FY3/26 Results		FY3/27 Full year plan	
		Results	YoY	Plan	YoY
Net sales	Human Resources Services Business	23,478	3.5%	23,655	0.8%
	Recruiting Business	3,708	6.2%	4,146	11.8%
	Local Information Service Business	3,054	14.4%	3,156	3.4%
	HR Platform Business	1,127	(9.6%)	1,115	(1.1%)
	Overseas Business	2,557	6.1%	2,726	6.6%
	Total	33,924	4.4%	34,800	2.6%
Operating profit	Human Resources Services Business	3,640	(7.2%)	3,518	(3.3%)
	Recruiting Business	1,145	29.6%	1,094	(4.5%)
	Local Information Service Business	490	35.3%	494	0.8%
	HR Platform Business	476	(19.1%)	380	(20.0%)
	Overseas Business	169	25.4%	168	(0.4%)
	Adjustment	(1,338)	—	(1,546)	—
	Total	4,583	1.1%	4,110	(10.3%)

FY3/27 Full Year Plan 1

Human Resources Services Business

(millions of yen)	FY3/26 Results	FY3/27 Full year plan
Net sales	23,478	23,655
Operating profit	3,640	3,518

*Figures already reflect the impact of the transfer of a subsidiary associated with the Human Resources Services Business.

- Aim to establish a competitive advantage by strengthening the functionality and expanding the content of “&ANDPRO,” while also promoting operational efficiency through consultant capability development and the use of AI.
- Improve profit margins in nurse staffing through pricing negotiations, while receiving orders efficiently for job openings through collaboration with the personnel placement business and increasing registered candidates through promotion of referral programs.

Recruiting Business

(millions of yen)	FY3/26 Results	FY3/27 Full year plan
Net sales	3,708	4,146
Operating profit	1,145	1,094

- Aim to enhance provided value and expand the customer base by offering comprehensive proposals that combine aggregation-type recruiting services with recruitment consulting and related services.
- In the new graduate nursing field, strengthen the business foundation by investing in functional development for “Kango-roo! Shukatsu” and expanding the number of schools hosting seminars, while deepening relationships with medical institutions.

FY3/27 Full Year Plan 2

Local Information Service Business

(millions of yen)	FY3/26 Results	FY3/27 Full year plan
Net sales	3,054	3,156
Operating profit	490	494

HR Platform Business

(millions of yen)	FY3/26 Results	FY3/27 Full year plan
Net sales	1,127	1,115
Operating profit	476	380

Overseas Business

(millions of yen)	FY3/26 Results	FY3/27 Full year plan
Net sales	2,557	2,726
Operating profit	169	168

- In the media business, aim to increase sales and improve profitability through expanded sales of SNS advertising and Indeed advertising, as well as proposals linked to events.
- In addition to working toward stabilizing the posting distribution network and developing products and services, aim for further business expansion by strengthening personnel structures in the job change field.
- Aim to increase customers' return on investment and establish superiority over competitors by reviewing event formats and strengthening matching initiatives.
- Focus on increasing membership through the enhancement of original content on the "Nihon no Jinjibu" website and deepening relationships with users through the HR community.
- Prioritize improving employee retention rates in the USA through better employment conditions, while strengthening personnel and marketing functions in Mexico and promoting new customer development in Europe.
- Strengthen organizational restructuring for the Japanese personnel placement business in Vietnam and develop new business areas in Thailand.

For Reference: About the “&ANDPRO” Service Brand

Brand Concept

Going forward, QUICK’s personnel placement business aims to expand under the service brand “&ANDPRO,” which is based on the concept of **“Building a career uniquely suited to you together with professionals who thoroughly understand the industry and job category.”** As the core of this initiative, the flagship website “&ANDPRO” will be launched.

*The website is currently being updated sequentially, and functionality enhancements will continue through FY2026.



Background

✓ Optimization of capital efficiency through the construction of a flagship website

By **concentrating** management resources, which had previously been invested across various specialized websites, into the **flagship website**

“&ANDPRO,” the Company aims to improve recognition and customer acquisition efficiency.

✓ Strengthening of the revenue base

Strengthen branding and build a proprietary customer acquisition foundation. **Increase the direct customer acquisition ratio** in order to secure stronger profitability.

✓ Establishment of competitive advantage

Establish the flagship website, interviews, information provision, and job change support activities under the single brand “&ANDPRO,” thereby building a competitive advantage in an increasingly competitive market environment.

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Medium-term Management Plan for FY3/27



	FY3/26 Results	FY3/27		FY3/28		FY3/29	
		Plan	YoY	Plan	YoY	Plan	YoY
(millions of yen)							
Net sales	33,924	34,800	2.6%	37,160	6.8%	41,230	11.0%
Gross profit	22,587	23,370	3.5%	24,680	5.6%	27,430	11.1%
Selling, general and administrative expenses	18,003	19,260	7.0%	20,520	6.5%	22,820	11.2%
Operating profit	4,583	4,110	(10.3%)	4,160	1.2%	4,610	10.8%
Ordinary profit	4,689	4,220	(10.0%)	4,262	1.0%	4,726	10.9%
Profit attributable to owners of parent	4,158	2,805	(32.5%)	2,833	1.0%	3,141	10.9%

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

Medium-term Management Plan for FY3/27 by Segment



	(millions of yen)	FY3/26 Results	FY3/27		FY3/28		FY3/29	
			Plan	YoY	Plan	YoY	Plan	YoY
Net sales	Human Resources Services Business	23,478	23,655	0.8%	25,229	6.7%	28,206	11.8%
	Recruiting Business	3,708	4,146	11.8%	4,478	8.0%	4,987	11.4%
	Local Information Service Business	3,054	3,156	3.4%	3,291	4.2%	3,523	7.1%
	HR Platform Business	1,127	1,115	(1.1%)	1,195	7.2%	1,285	7.5%
	Overseas Business	2,557	2,726	6.6%	2,966	8.8%	3,228	8.8%
	Total	33,924	34,800	2.6%	37,160	6.8%	41,230	11.0%
Operating profit	Human Resources Services Business	3,640	3,518	(3.3%)	3,432	(2.5%)	3,730	8.7%
	Recruiting Business	1,145	1,094	(4.5%)	1,170	6.9%	1,234	5.5%
	Local Information Service Business	490	494	0.8%	519	5.0%	558	7.5%
	HR Platform Business	476	380	(20.0%)	410	7.9%	444	8.2%
	Overseas Business	169	168	(0.4%)	248	47.3%	342	37.8%
	Adjustment	(1,338)	(1,546)	–	(1,620)	–	(1,699)	–
	Total	4,583	4,110	(10.3%)	4,160	1.2%	4,610	10.8%

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

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FY3/27 Dividends Forecasts

- Starting from FY3/27, a “minimum dividend (38 yen)” will be introduced. During the Medium-term Management Plan period, the higher of a 70% dividend payout ratio or the minimum dividend will be adopted. In addition, through the purchase of treasury shares totaling 3.0 billion yen or more, the total payout ratio is expected to exceed 100%.

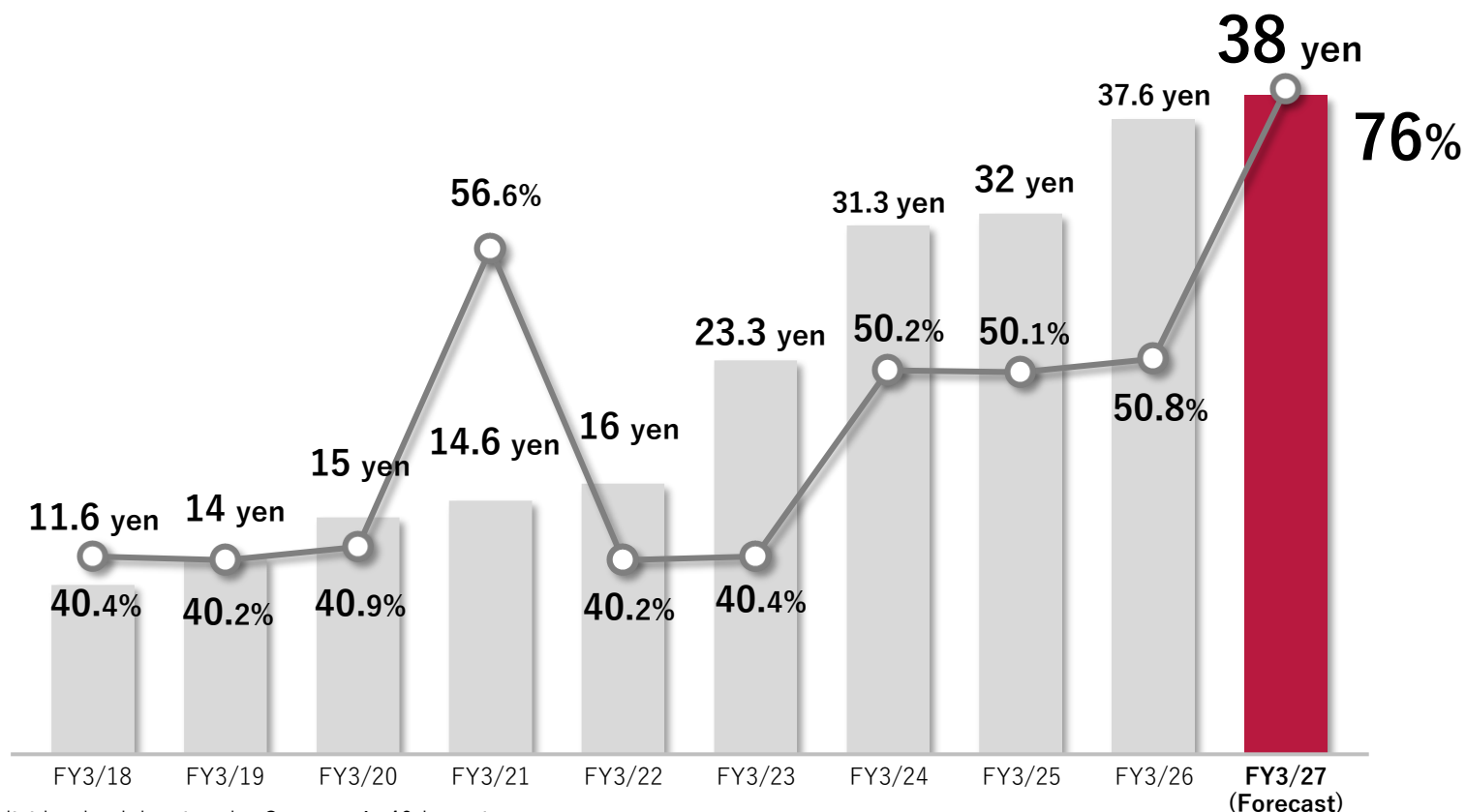
Dividends

38 yen

Interim dividend: 19 yen,
Year-end dividend: 19 yen

Payout ratio

76%



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

*The impact of the stock split (3-for-1 stock split) with a record date of November 30, 2025 is taken into consideration.

*Figures are rounded down at the first decimal place.

Initiatives Aimed at Enhancing Corporate Value

- Initiatives aimed at enhancing corporate value will be implemented by improving liquidity to expand the investor base and accelerating optimization of capital efficiency.

✓ October 10, 2025: Stock split

A 3-for-1 stock split was implemented.

By lowering the amount per investment unit, the Company expects to improve stock liquidity and broaden the investor base.

✓ April 30, 2026: Revision of shareholder return policy

Revision of dividend policy: In order to achieve sustainable profit growth while maintaining and improving the financial structure and realizing stable dividends, dividend increases and a minimum annual dividend of 38 yen will be implemented.

Purchase of treasury shares: In order to improve capital efficiency and execute a flexible capital policy in response to changes in the business environment, treasury share purchases totaling 1.0 billion yen will be implemented.

✓ April 30, 2026: Introduction of a restricted stock grant system

The purpose is to enhance medium- to long-term corporate value by improving employee work engagement and fostering awareness of participation in management.

*For details, please refer to “Measures Toward Realizing Management Conscious of Capital Costs and Share Price.”



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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.