

Results of Operations for the First Quarter of the Fiscal Year Ending March 31, 2027

July 31, 2026

QUICK CO.,LTD.

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

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1Q FY3/27 Financial Highlights



✓ Net sales

Consolidated net sales remained solid, increasing 5.2% year on year.

- The Recruiting Business and Overseas Business were the primary growth drivers, with revenue increasing 24.1% and 21.2% year on year, respectively.
- The core Human Resources Services Business (+2.5%) and Local Information Service Business (+5.4%) also delivered steady revenue growth.

✓ Operating profit

Despite continued investment in talent and existing business areas across each segment, consolidated profit increased 4.6% year on year, driven by profit growth in the Recruiting Business.

- Segment profit in the Recruiting Business increased significantly, up 90.9% YoY.
- Segment profit in the Overseas Business also remained strong, increasing 26.8% YoY to achieve double-digit profit growth.
- While the core Human Resources Services Business maintained profit at the previous year's level (+0.2%), the Local Information Service Business (-17.7%) and HR Platform Business (-16.3%) posted declines in profit.

FY3/27 Full-year Performance Progress

- Progress toward the full-year forecast is on track at this point.
- At the Company, hires in the personnel placement business are concentrated in April (particularly for nurses), resulting in a tendency for profits to be weighted toward the first quarter.

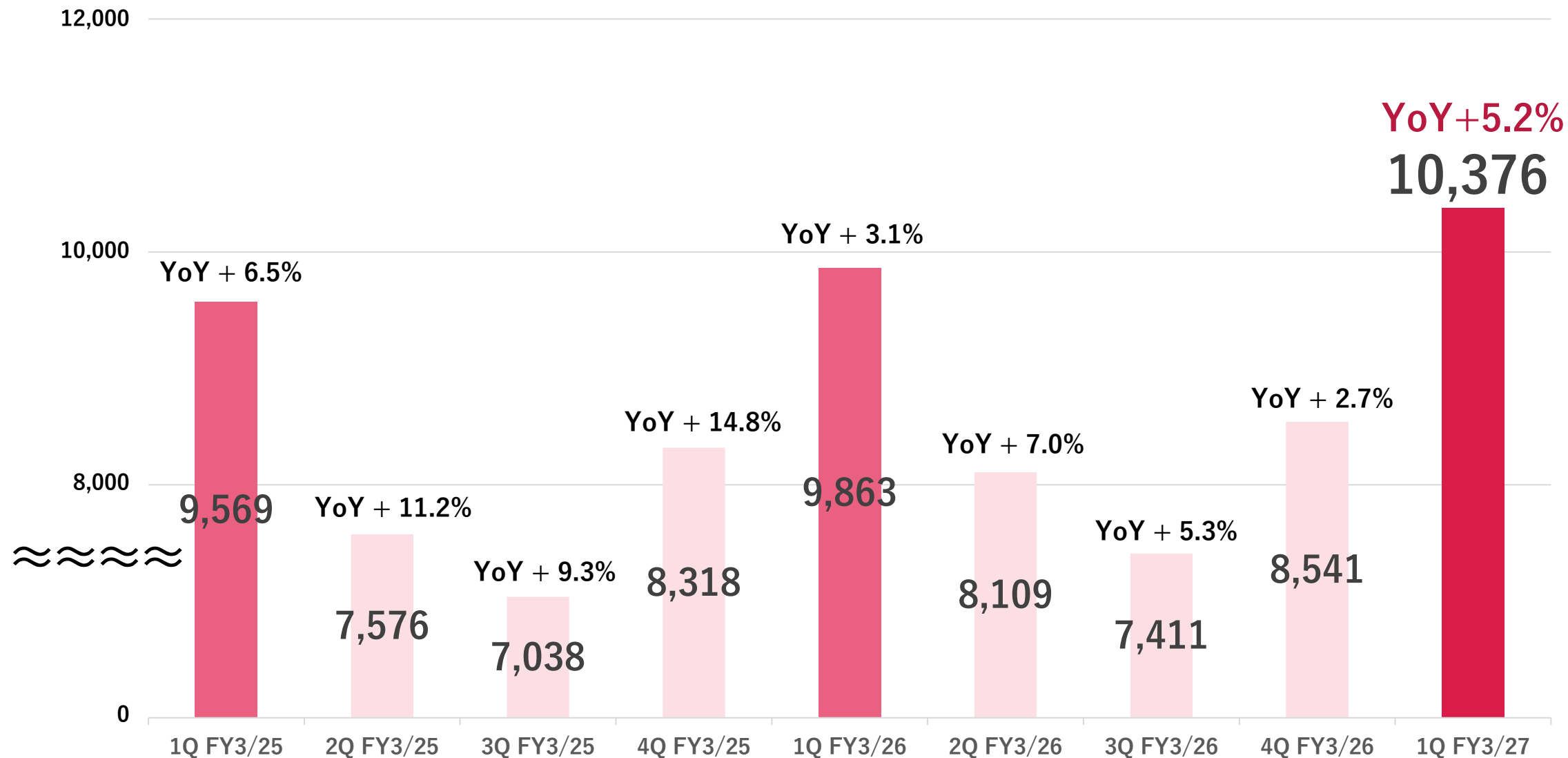
(millions of yen)	1Q FY3/27 Results		FY3/27 Plan		Progress toward Full-year Forecast
	Results	YoY	Plan	YoY	
Net sales	10,376	5.2%	34,800	2.6%	29.8%
Gross profit	7,741	7.2%	23,370	3.5%	33.1%
Selling, general and administrative expenses	4,770	9.0%	19,260	7.0%	24.8%
Operating profit	2,971	4.6%	4,110	(10.3%)	72.3%
Ordinary profit	2,992	4.9%	4,220	(10.0%)	70.9%
Profit attributable to owners of parent	2,057	9.4%	2,805	(32.5%)	73.3%
Dividend per share	—	—	38 yen	+0.4 yen	—

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

*Because the previous fiscal year included a gain on sale of investment securities of 1,164 million yen, the full-year forecast for profit attributable to owners of parent represents a 32.5% decrease year on year.

Quarterly Comparison of Group-wide Net Sales

(millions of yen)



FY3/27 Segment Performance Progress



	(millions of yen)	1Q FY3/27 Results		FY3/27 Plan		Progress toward Full-year Forecast
		Results	YoY	Plan	YoY	
Net sales	Human Resources Services Business	7,548	2.5%	23,655	0.8%	31.9%
	Recruiting Business	1,008	24.1%	4,146	11.8%	24.3%
	Local Information Service Business	785	5.4%	3,156	3.4%	24.9%
	HR Platform Business	324	(8.7%)	1,115	(1.1%)	29.1%
	Overseas Business	710	21.2%	2,726	6.6%	26.0%
	Total	10,376	5.2%	34,800	2.6%	29.8%
Operating profit	Human Resources Services Business	2,649	0.2%	3,518	(3.3%)	75.3%
	Recruiting Business	349	90.9%	1,094	(4.5%)	31.9%
	Local Information Service Business	138	(17.7%)	494	0.8%	28.0%
	HR Platform Business	151	(16.3%)	380	(20.0%)	39.7%
	Overseas Business	53	26.8%	168	(0.4%)	31.6%
	Adjustment	(370)	—	(1,546)	—	24.0%
	Total	2,971	4.6%	4,110	(10.3%)	72.3%

*At the Company, hires in the personnel placement business are concentrated in April (particularly for nurses), resulting in a tendency for profits to be weighted toward the first quarter.

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1Q FY3/27 Segment Results

	(millions of yen)	1Q FY3/27 Results	1Q FY3/26 Results	Factors behind the change
Human Resources Services	Net sales	7,548	7,364	- In the Personnel Placement Business, steady hiring demand across manufacturing, IT, pharmaceuticals, and other sectors, as well as for nurses, drove revenue growth. Profit remained largely unchanged due to an increase in IT-related expenses. - In the Staffing Business, nurse staffing expanded through strengthened sales activities and candidate interviews. However, difficulties in attracting registrants in the Hokuriku region weighed on performance, resulting in overall staffing revenue remaining in line with the previous year.
	Operating profit	2,649	2,643	
Recruiting	Net sales	1,008	812	- Sales of “Indeed,” “Kyujin Box,” and other aggregation-type recruiting services, as well as various specialized media, continued to expand steadily. - In the consulting business, orders for new offerings such as AI interviews also increased. As a result of promoting comprehensive recruitment solutions, the average revenue per client improved.
	Operating profit	349	183	
Local Information Service	Net sales	785	745	“Indeed” performed well, supported by promotional advertising demand from major clients, steady new customer acquisition, and a consistently high customer retention rate. “Cococolor.” remained solid, backed by hiring demand in the Hokushin’etsu region. However, posting services recorded a decline in revenue due in part to the rebound from the previous year’s temporary surge in demand.
	Operating profit	138	168	
HR Platform	Net sales	324	355	Online advertising on “Nihon no Jinjibu” recorded declines in both revenue and profit, affected by the completion of replacement demand in the HR tech sector and reduced marketing budgets among certain major clients.
	Operating profit	151	180	
Overseas	Net sales	710	585	- Efforts to address high-value projects and a broad range of hiring needs in North and Central America, together with initiatives to develop new job openings at European and Asian offices, contributed to strong performance. - Although upfront spending on customer acquisition initiatives and seminars in the United States weighed on profit, the business as a whole achieved double-digit growth in both revenue and profit.
	Operating profit	53	42	

01 1Q FY3/27 Summary of Results

02 Key Investor Questions and Our Views (FAQ)

Background and Purpose of This FAQ

We would like to express our sincere appreciation for your continued understanding and generous support of the Company's business activities. Since the publication in May of the "Results of Operations for the Fiscal Year Ended March 31, 2026" and "Measures Toward Realizing Management Conscious of Capital Costs and Share Price," we have held IR meetings with institutional investors and shareholders in Japan and overseas and received numerous valuable comments and questions.

In particular, we have received significant interest in the purpose of the strategic investments that will be accelerated from the current fiscal year, including investments in "ANDPRO," changes in the business environment driven by the rise of AI, and the Company's future capital policy in light of its new shareholder return policy.

The Company has therefore decided to listen carefully to the views obtained through dialogue with investors and shareholders and, in order to further deepen understanding of its medium- to long-term initiatives to enhance corporate value, organize and disclose the most frequently received questions and the Company's views in a Q&A format. The Company will continue striving to provide highly transparent information through constructive dialogue with investors and shareholders.

Key Investor Questions and Our Views (FAQ)



Strategic Investments

What is the reason behind the plan for higher revenue but lower profit in the current fiscal year (FY3/27), and what are the objectives of the upfront investments in “ANDPRO” and other initiatives, as well as the expected timeline for recovering those investments?

Answer

The decline in profit in the current period reflects our decision to prioritize proactive investments in building a customer acquisition platform and strengthening human capital to support medium- to long-term profit growth.

In the Human Resources Services market, **as AI-powered search becomes more widespread and changes customer acquisition patterns, and as the cost of using external platforms such as direct recruiting continues to rise,** the Company plans to accelerate investment in its service brand and flagship website, “ANDPRO.” This initiative is intended to mitigate future cost inflation risks while **further strengthening the Company's proprietary customer acquisition platform,** which is one of its core competitive strengths.

The current fiscal year is a phase focused on developing and building the website and its content. By fully ramping up promotional activities from the following fiscal year onward, the Company **expects these investments to begin making a meaningful contribution to profit from FY3/29, the final year of its Medium-term Management Plan.**

Key Investor Questions and Our Views (FAQ)



About “ANDPRO”

Is the primary reason the Company is forecasting higher revenue but lower profit this fiscal year that costs related to “ANDPRO” will be recognized as expenses during the current fiscal year? Could you also explain which costs will be recognized as expenses and which will be capitalized as assets?

Answer

The primary factors behind the projected decline in profit this fiscal year are **increased IT and outsourcing expenses to improve productivity, as well as investment in human capital, including higher personnel expenses associated with the introduction of restricted stock (RS) and other initiatives.**

With respect to “ANDPRO,” the majority of expenditures this fiscal year consist of development costs for building the website and related systems, which will be capitalized as assets. Promotion expenses and other costs that will be recognized as expenses are planned to be deployed in earnest from the next fiscal year onward, once the website is completed. Accordingly, the Company expects **their direct negative impact on this fiscal year's profit to be limited.**

Key Investor Questions and Our Views (FAQ)



About the Subsidiary Transfer

The Company has announced the transfer of its subsidiary WORK PROJECT, which operates the nursery teacher staffing and nursery school businesses. Could you explain the impact on this fiscal year's results and the background behind the transfer? Also, the Human Resources Services Business is projected to grow by only 0.8% year on year. Is this related?

Answer

Because the subsidiary will be deconsolidated effective July 1, 2026, **it will reduce net sales by approximately 800 million yen in the current fiscal year.** However, because the subsidiary had made only a limited contribution to profit in recent years, **the negative impact on the Company's operating profit will be minimal.**

In recent years, intensifying competition has made it increasingly difficult to attract nursery teachers, limiting the subsidiary's ability to generate synergies with the Company's Group-wide growth strategy. The Company therefore determined that **concentrating its management resources on its core businesses, including the Personnel Placement and Recruiting Businesses,** would better enhance the Group's overall corporate value, and decided to proceed with the transfer.

Excluding this impact, the Human Resources Services Business is expected to **achieve underlying revenue growth of approximately 4%** year on year, and performance is expected to remain solid.

Key Investor Questions and Our Views (FAQ)



About AI

How does the Company view the rise of AI in the human resources industry (including the risk of AI replacing existing services)?

Answer

The Company recognizes that the rapid advancement of AI poses a risk of **automating matching for general administrative positions and occupations involving large-scale hiring.** However, in the Company's core businesses of **supporting career changes for specialized professionals and high-career professionals, such as nurses and construction project managers, the importance of having professionals who can develop a deep understanding of each individual's career and provide guidance in major life decisions continues to grow.** Accordingly, the Company believes that the risk of direct replacement by AI in these areas is limited.

Rather than viewing AI as a threat, the Company sees its emergence as a significant opportunity. **By creating an environment in which consultants can focus on the high-value interpersonal work where they add the greatest value,** the Company aims to improve productivity.



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