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Summary of Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2027 (Six Months Ended September 30, 2026)

[Japanese GAAP]

October 30, 2026

Company name: QUICK CO., LTD. Listing: Tokyo Stock Exchange, Prime Market
Stock code: 4318 URL: https://919.jp/
Representative: Ichiro Kawaguchi, President and Representative Director
Contact: Kenta Kijima, Director and Executive Officer, General Manager of Administration and Accounting Division Tel: +81-6-6366-0919
Scheduled date to file semi-annual securities report: November 12, 2026
Scheduled date to commence payment of dividend: December 1, 2026
Preparation of supplementary materials for financial results: Yes
Holding of financial results meeting: Yes (for institutional investors and analysts)

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

1. Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2027 (April 1, 2026–September 30, 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	%
Six months ended Sep. 30, 2026	18,624	3.6	3,834	(0.8)	3,915	0.4	2,654	2.1
Six months ended Sep. 30, 2025	17,972	4.8	3,863	2.1	3,901	2.2	2,598	(16.6)

Note: Comprehensive income (millions of yen) Six months ended Sep. 30, 2026: 3,241 (up 23.0%)
Six months ended Sep. 30, 2025: 2,635 (down 15.8%)

	Interim net income per share	Diluted interim net income per share
	Yen	Yen
Six months ended Sep. 30, 2026	47.64	–
Six months ended Sep. 30, 2025	46.31	–

Note: The Company conducted a three for-one stock split of its common stock on December 1, 2025. Interim 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 Sep. 30, 2026	27,713	21,111	76.2	378.93
As of Mar. 31, 2026	25,946	19,379	74.7	345.24

Reference: Shareholders' equity (millions of yen) As of Sep. 30, 2026: 21,105 As of Mar. 31, 2026: 19,375

2. Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	Year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended Mar. 31, 2026	–	50.00	–	21.00	–
Fiscal year ending Mar. 31, 2027	–	19.00			
Fiscal year ending Mar. 31, 2027 (forecast)			–	19.00	38.00

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

The Company conducted a three for-one stock split of its common stock on December 1, 2025. The annual dividend amount for the fiscal year ended March 31, 2026 is not presented because a simple comparison cannot be made due to the implementation of 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
Full year	34,800	2.6	4,110	(10.3)	4,220	(10.0)	2,805	(32.5)	50.37

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

The Company has repurchased its own shares pursuant to the resolution of the Board of Directors meeting held on April 30, 2026. In addition, the Company disposed of treasury shares as restricted share-based remuneration based on a resolution at the Board of Directors meeting held on July 10, 2026 and August 7, 2026. The forecast for the current period net profit per share takes this impact into account.

* Notes

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

Excluded: 1 WORK PROJECT, Inc.

(2) Application of special accounting methods for presenting semi-annual consolidated financial statements: None

(3) Changes in accounting policies and accounting estimates, and restatements

1) Changes in accounting policies due to revisions to accounting standards and other regulations: None
2) Changes in accounting policies other than 1) above: None
3) Changes in accounting estimates: None
4) Restatements: None

(4) Number of shares issued (common shares)

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

As of Sep. 30, 2026:	56,552,028 shares	As of Mar. 31, 2026:	56,552,028 shares

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

As of Sep. 30, 2026:	853,253 shares	As of Mar. 31, 2026:	429,816 shares

3) Average number of shares outstanding during the period

Six months ended Sep. 30, 2026:	55,719,635 shares	Six months ended Sep. 30, 2025:	56,121,447 shares

Note:1. The number of treasury shares at the end of the period includes the Company's shares held by the stock granting ESOP trust (416,989 shares as of Sep 30, 2026; 419,052 shares as of March 31, 2026). 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 (418,178 shares as of Sep 30, 2026; 419,942 shares as of Sep 30, 2025).

Note: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.

* The (current) semi-annual financial report is not subject to review by certified public accountants or accounting firms

* Proper use of earnings forecasts and other special items

Forecasts and forward-looking statements in these materials are based on assumptions judged to be valid and information available to the Company’s management at the time the materials were prepared. These materials are not promises by the Company regarding future performance. Actual results may differ significantly from these forecasts for a number of reasons. For discussion of the assumptions and other factors considered by the Company in preparing the above projections, please refer to page 5 of the Attachments “1. Overview of Results of Operations, Etc., (3) Explanation of Consolidated Earnings Forecast and Other Forward-looking Statements.

< Change in the unit of presentation of amounts >

The amounts of each item in the Company's interim consolidated financial statements were previously stated in thousands of yen, but from the fiscal year under review, they are stated in millions of yen. To facilitate comparison, figures for the previous fiscal year and the previous interim period have been restated in millions of yen.

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1. Overview of Operating Results, etc

(1) Overview of Operating Results for the First Half of the Fiscal Year under Review

During the six months ended September 30, 2026, the Japanese economy was on a moderate recovery trend, supported by an improvement in the income environment due to continuous wage increases and inbound demand. However, the outlook remains uncertain due to factors such as rising energy and Raw materials prices caused by the yen's depreciation and growing tensions in the Middle Eastern situation, in addition to sluggish growth in personal consumption due to a series of high prices. As for the employment situation in Japan, the jobs-to-applicants ratio (seasonally adjusted) and the unemployment rate (seasonally adjusted) in August were 1.18 and 2.5 %, respectively, and each of the employment-related indicators continued to reflect labor shortages at companies.

In this business environment, the Group has been working to support its clients in solving their human resource issues, differentiate itself from other companies, and improve customer satisfaction by strengthening investment in service development in existing businesses, as well as by cultivating new markets, providing new services, and strengthening cooperation within the Group. In addition, to promote these initiatives, the Company is working to strengthen its business foundation through human investment, including proactive recruitment and training, and the introduction of a restricted stock grant system for employees. Furthermore, in the current interim consolidated accounting period, in order to select and concentrate business areas, the Group proceeded with the reorganization of the Group structure, including the transfer of shares of WORK PROJECT, Inc. and the dissolution of Jump Co., Ltd. The share transfer of WORK PROJECT, Inc. was completed on July 1, 2026, and the liquidation of Jump Co., Ltd. was completed in October of the same year.

As a result, for the six months ended September 30, 2026, the Group recorded net sales of 18,624 millions of yen (up 3.6% year on year), operating profit of 3,834 millions of yen (down 0.8% year on year), ordinary profit of 3,915 millions of yen (up 0.4% year on year), and profit attributable to owners of parent of 2,654 millions of yen (up 2.1% year on 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.

Human Resources Services Business

(1) Personnel Placement

Personnel Placement, despite signs of carefully selected employment at some major companies in the manufacturing industry, there was strong hiring demand, particularly in the IT, consulting firm, and pharmaceutical sectors, and the hiring demand for nurses also remained strong. In this environment, the Company has been promoting operational efficiency through the use of AI and engaged in in-depth sales activities that leverage its industry-specific expertise, in order to create time for consultants to face job seekers and client companies, with the aim of realizing the high-quality service provision advocated by the new service brand "ANDPRO." In addition, the Group invested in developing functions and expanding content for its flagship site "ANDPRO," and in the nursing domain, continued to strengthen promotions utilizing TV commercials, web commercials, and social media. As a result of these initiatives, both Personnel Placement and nurse placement services in specific fields performed well, despite an increasingly competitive business environment.

(2) Temporary staffing

In the temporary staffing sector, demand for temporary staffing in the medical and welfare sectors remains at a high level, as it is difficult to resolve the issue of labor shortages through direct employment alone. Under these circumstances, the nurse staffing service expanded steadily due to a focus on strengthening sales to nursing care facilities and hospitals, strengthening interviews with registered nurses who want to be dispatched, and renewing contracts with temporary staff. On the other hand, temporary staffing in the medical and welfare fields in the Hokuriku area struggled due to the downsizing of some response areas and sluggish growth in the acquisition of registered workers who want to be dispatched. In addition to these factors, the impact of the deconsolidation of WORK PROJECT, Inc., which had been operating the temporary staffing of childcare workers, due to the transfer of its shares, led to a decrease in overall revenue for temporary staffing, but an increase in revenue in real terms when excluding WORK PROJECT, Inc.

As a result, the total sales volume of Net sales in Human Resources Services Business was 12,942 millions of yen (down 0.5 % year on year), and that of Operating profit was 3,281 millions of yen (down 4.3 % year on year).

Recruiting Business

Recruiting Business, hiring needs remain strong across a wide range of industries, including restaurant and retail businesses, distribution, and nursing care. In addition, as hiring methods diversify, opportunities to propose to customers such as reviewing hiring methods and re-selecting partner companies are increasing. Under these circumstances, the Company promoted comprehensive proposals that combined multiple products to increase the number of business partners by deepening relationships with existing customers and developing new customers, in order to succeed in customer adoption.
As a result, in the recruitment advertising service, the Company's mainstay "Indeed" and "Kyujin Box" aggregator services performed well, as did various media specializing in the employee, industry-specific, and part-time job recruitment domains.
In the Consulting and Production domain, the Group worked on proposals that meet the needs of customers amid the ongoing automation and efficiency improvement of recruitment work through the use of generative AI and other technologies. As a result, the consulting domain (such as the development of hiring strategies, agency services for hiring, and training for interviewers) expanded steadily, thanks to an increase in orders for "AI interviews," which we began offering this fiscal year. On the other hand, the production domain (recruitment websites, company brochures, and the creation of recruitment presentation materials, etc.) struggled due to the impact of changes in the market environment.
In the new graduate nursing field, the Group focused on building a foundation to attract new graduates by developing functions and expanding content for "Kango-roo! Shukatsu", a job information site for nursing students. In addition, we worked to strengthen our system for future business expansion by working to strengthen relationships with hospitals and contact points with schools through proposals to solve recruitment issues.
As a result, the total sales volume of Net sales in Recruiting Business was 2,039 millions of yen (up 20.9 % year on year), and that of Operating profit was 670 millions of yen (up 42.1 % year on year).

Local Information Service Business

Local Information Service Business, in lifestyle information magazines, sales promotion ad demands continued to be strong from restaurants and shops, mainly from major customers. On the other hand, job advertisements saw a shift to online advertising, and housing advertising grew at a sluggish pace as it was further diversified into other advertising methods such as its own event service ("Ie-Navi Festa") and housing information magazines ("Iezukuri Navi"). As a result, sales in lifestyle information magazines as a whole were almost flat. In addition, in the "Indeed" service, which is a focus of the Group, the retention rate of existing customers remained at a high level, and the expansion of focus areas also contributed to a significant increase in sales.
In the posting service, which distributes flyers and other materials door-to-door along with lifestyle information magazines, the shift to online advertising for flyers is progressing. Even in this market environment, the Group steadily performed well by strengthening its in-depth sales activities targeting existing customers and by steadily capturing the needs of industries with high demand, such as lifestyle-related, financial, and housing industries.
In consulting services provided under the "Cococolor." brand, the career transition business performed solidly, supported by strong recruitment demand such as large-scale factory hiring in the manufacturing sector (including semiconductor-related industries) across the Hokushin-etsu region. Furthermore, expansion in the housing sector (such as homebuilding) contributed to an overall increase in "Cococolor." sales. To drive further business expansion going forward, we also significantly bolstered personnel in the career transition business through external hiring and transfers from group companies.
As a result, the total sales volume of Net sales in Local Information Service Business was 1,636 millions of yen (up 10.1 % year on year), and that of Operating profit was 279 millions of yen (down 11.1 % year on year).

HR Platform Business

HR Platform Business, the matching market continued to be saturated with sites and events, while the HR support service industry, centered on recruitment and training, continued to grow. In addition, human resources support service companies continue to take a cautious stance on investment in sales promotion, as corporate human resources managers have collected information on legal revisions and trends and replacement needs have run their course. In this environment, online advertising for "Nihon no Jinjibu" saw sluggish growth due to the impact of budget cuts by some major clients, despite an increase in the number of companies listed and a recovery in advertising. Meanwhile, the event segment recorded an increase in net sales thanks to the successful holding of the "HR conference" offline event for human resources, which was expanded from the current fiscal year, and the "HR Round Table," a discussion event for human resources managers.
As a result, the total sales volume of Net sales in HR Platform Business was 540 millions of yen (down 1.8 % year on year), and that of Operating profit was 202 millions of yen (down 12.1 % year on year).

Overseas Business

In the United States, companies' hiring needs are slowing down against the backdrop of an uncertain economic outlook, and job seekers continue to be cautious about changing jobs. Under these circumstances, revenue increased significantly due to higher contract unit prices in Personnel Placement, the conclusion of several large-scale semiconductor-related contracts, and a steady expansion in temporary staffing. As a result, the Company absorbed the costs of measures to attract customers, such as the renewal of registration sites and the strengthening of web advertising, which had been in progress since the first quarter, and recorded a strong profit. In Mexico, despite the uncertain outlook, including moves to transfer some production sites to the United States against the backdrop of U.S. trade policies, the Group's business performance remained strong due to the current firm recruitment needs of companies.

In the UK, companies' hiring needs are declining against the backdrop of uncertainty in the domestic economy due to rising energy prices and other factors, and a similar trend has been observed in Europe. Under these circumstances, the Group worked to acquire new job offers by improving sales processes and holding seminars, but performance was sluggish. Similarly, the Netherlands also experienced sluggish growth in business performance.

As the economy grows in Vietnam, competition for human resources between Chinese and Japanese companies operating in the country is intensifying. Under these circumstances, the Group focused on the construction and training of its sales structure, which is an issue, and its business performance improved. In Thailand, companies' hiring needs remain cautious due to rising energy prices caused by the deteriorating situation in the Middle East and the worsening household debt problem. Under these circumstances, the Group achieved a significant improvement in its business performance due to strong performance in the closing of high-unit-price projects and the support of sales personnel in line with the development of new businesses by its clients.

As a result, the total sales volume of Net sales in Overseas Business was 1,464 millions of yen (up 17.9 % year on year), and that of Operating profit was 127 millions of yen (up 24.8 % year on year).

(2) Overview of Financial Position for the First Half of the Fiscal Year under Review

(1) Assets, Liabilities and Status of, Net assets

Total assets at the end of the interim consolidated accounting period under review were 27,713 million yen, an increase of 1,767 million yen from the end of the previous fiscal year. This was mainly due to factors such as an increase in investment securities, despite a decrease in deferred tax assets.

Total liabilities were 6,601 million yen, an increase of 34 million yen from the end of the previous fiscal year. This was mainly due to factors such as increases in accounts payable - trade and income taxes payable, despite decreases in accounts payable - other and provision for bonuses.

Total net assets were 21,111 million yen, an increase of 1,732 million yen from the end of the previous fiscal year. This was mainly due to an increase in retained earnings resulting from the recording of interim profit attributable to owners of parent. The shareholders' equity ratio was 76.2% (compared with 74.7% at the end of the previous fiscal year).

(2) Cash flows

Cash and cash equivalents (hereinafter referred to as "funds") at the end of the current interim consolidated accounting period decreased by 176 million yen from the end of the previous fiscal year to 12,962 million yen. This was mainly due to the recording of profit before income taxes, payment of income taxes, purchase of investment securities, and payment of dividends. The status of cash flows for the current interim consolidated accounting period was as follows:

Cash flows from operating activities

Funds increased due to the recording of 3,899 millions of yen in Profit before income taxes, etc., while funds decreased due to the decrease of 468 millions of yen in Provision for bonuses, the payment of 706 millions of yen in Income taxes, etc., and funds acquired as a result of operating activities were 3,166 millions of yen (up 49.6 % from the previous fiscal year).

Cash flows from investing activities

Net cash used in investing activities was 1,338 millions of yen, down 3.9 % from the previous fiscal year, due to a decrease in cash resulting from the Purchase of property, plant and equipment and intangible assets 570 millions of yen, Purchase of investment securities 978 millions of yen, and other factors.

Cash flows from financing activities

Net cash used in financing activities was 2,018 million yen (up 118.7% year on year), mainly due to cash outflows such as 838 million yen for the purchase of treasury shares and 1,185 million yen for the payment of dividends.

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

In Net sales, the business performance during the six months ended September 30, 2026 was generally in line with expectations. On the other hand, profits significantly exceeded the initial forecast due to factors such as the carry-over of part of the promotional expenses for job seeker acquisition to the second half of the fiscal year and productivity improvements in Recruiting Business. In the latter half of the fiscal year, in addition to the above promotion expenses, we expect to incur expenses that are higher than initially expected due to the accelerated recruitment of human resources in Recruiting Business with an eye toward achieving the plan for the next fiscal year, as well as additional investment in IT tools, etc. to improve operational efficiency. Therefore, regarding the consolidated earnings forecast for Full year, despite the steady progress in terms of profits during the current interim consolidated accounting period, there is no change from the figures announced in the "Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 [Japanese GAAP]" dated April 30, 2026, in consideration of the increase in expenses in the second half of the fiscal year.

If the Company decides to revise its consolidated earnings forecast, it will do so promptly, taking into account the Group's future situation.

2. Interim consolidated financial statements and significant notes thereto

(1) Semi-annual consolidated balance sheet

(Millions of yen)

	FY3/26 (As of March 31, 2026)	Second quarter of FY3/27 (As of September 30, 2026)
Assets		
Current assets		
Cash and deposits	13,283	13,103
Notes and accounts receivable - trade	3,874	3,987
Other	531	795
Allowance for doubtful accounts	(7)	(7)
Total current assets	17,682	17,879
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	883	610
Vehicles, net	17	18
Tools, furniture and fixtures, net	222	264
Land	130	130
Total property, plant and equipment	1,253	1,023
Intangible assets		
Software	1,309	1,587
Software in progress	332	216
Goodwill	155	145
Other	10	10
Total intangible assets	1,807	1,960
Investments and other assets		
Investment securities	3,636	5,404
Leasehold deposits	903	875
Deferred tax assets	613	203
Other	79	392
Allowance for doubtful accounts	(31)	(26)
Total investments and other assets	5,202	6,850
Total non-current assets	8,263	9,834
Total assets	25,946	27,713

(Millions of yen)

	FY3/26 (As of March 31, 2026)	Second quarter of FY3/27 (As of September 30, 2026)
Liabilities		
Current liabilities		
Accounts payable - trade	1,065	1,557
Short-term borrowings	80	85
Accounts payable - other	1,480	1,154
Accrued expenses	897	877
Income taxes payable	780	1,163
Accrued consumption taxes	458	501
Provision for bonuses	999	519
Asset retirement obligations	10	0
Other	436	411
Total current liabilities	6,208	6,271
Non-current liabilities		
Deferred tax liabilities	9	6
Provision for share awards	35	51
Retirement benefit liability	33	26
Asset retirement obligations	279	245
Total non-current liabilities	357	330
Total liabilities	6,566	6,601
Net assets		
Shareholders' equity		
Share capital	351	351
Capital surplus	352	362
Retained earnings	18,425	19,892
Treasury shares	(266)	(598)
Total shareholders' equity	18,862	20,007
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	381	943
Foreign currency translation adjustment	131	154
Total accumulated other comprehensive income	512	1,098
Non-controlling interests	4	6
Total net assets	19,379	21,111
Total liabilities and net assets	25,946	27,713

(2) Semi-annual consolidated statement of income and Semi-annual consolidated statement of comprehensive income

Semi-annual consolidated statement of income

(Millions of yen)

	First six months of FY3/26 (from April 1, 2025 to September 30, 2025)	First six months of FY3/27 (from April 1, 2026 to September 30, 2026)
Net sales	17,972	18,624
Cost of sales	5,509	5,340
Gross profit	12,463	13,283
Selling, general and administrative expenses	8,599	9,448
Operating profit	3,863	3,834
Non-operating income		
Interest income	12	42
Dividend income	4	2
Sales cooperation money received	7	13
Books Sales commission	8	15
Other	6	13
Total non-operating income	38	88
Non-operating expenses		
Interest expenses	0	0
Commission expenses	-	6
Other	0	0
Total non-operating expenses	0	7
Ordinary profit	3,901	3,915
Extraordinary income		
Gain on sale of non-current assets	-	0
Gain on sale of investment securities	-	0
Gain on sale of shares of subsidiaries and associates	-	11
Total extraordinary income	-	12
Extraordinary losses		
Loss on sale of non-current assets	-	0
Loss on retirement of non-current assets	0	1
Loss on valuation of investment securities	-	26
Impairment losses	69	-
Loss on liquidation of subsidiaries and associates	24	-
Total extraordinary losses	94	29
Profit before income taxes	3,806	3,899
Income taxes - current	1,005	1,086
Income taxes - deferred	202	156
Total income taxes	1,207	1,243
Profit	2,599	2,655
Profit attributable to non-controlling interests	0	1
Profit attributable to owners of parent	2,598	2,654

Semi-annual consolidated statement of comprehensive income

(Millions of yen)

	First six months of FY3/26 (from April 1, 2025 to September 30, 2025)	First six months of FY3/27 (from April 1, 2026 to September 30, 2026)
Profit	2,599	2,655
Other comprehensive income		
Valuation difference on available-for-sale securities	62	561
Foreign currency translation adjustment	(25)	23
Total other comprehensive income	36	585
Comprehensive income	2,635	3,241
breakdown		
Comprehensive income attributable to owners of parent	2,635	3,239
Comprehensive income attributable to non-controlling interests	0	1

(3) Semi-annual consolidated statement of cash flows

(Millions of yen)

	First six months of FY3/26 (from April 1, 2025 to September 30, 2025)	First six months of FY3/27 (from April 1, 2026 to September 30, 2026)
Cash flows from operating activities		
Profit before income taxes	3,806	3,899
Depreciation	276	306
Impairment losses	69	-
Amortization of goodwill	10	9
Increase (decrease) in allowance for doubtful accounts	16	(4)
Increase (decrease) in provision for bonuses	(539)	(468)
Increase (decrease) in provision for bonuses for directors (and other officers)	(61)	-
Increase (decrease) in provision for share awards	17	16
Increase (decrease) in retirement benefit liability	6	(0)
Interest and dividend income	(16)	(45)
Interest expenses	0	0
Loss (gain) on sale of non-current assets	-	(0)
Loss on retirement of non-current assets	0	1
Loss (gain) on sale of investment securities	-	(0)
Loss (gain) on valuation of investment securities	-	26
Loss (gain) on sale of shares of subsidiaries and associates	-	(11)
Loss (gain) on liquidation of subsidiaries and associates	24	-
Decrease (increase) in trade receivables	(0)	(229)
Increase (decrease) in trade payables	(107)	492
Increase (decrease) in accrued consumption taxes	92	60
Other	(153)	(220)
Subtotal	3,441	3,833
Interest and dividends received	16	39
Interest paid	(0)	(0)
Income taxes paid	(1,341)	(706)
Cash flows from operating activities	2,116	3,166
Cash flows from investing activities		
Net decrease (increase) in time deposits	-	4
Purchase of property, plant and equipment	(26)	(127)
Proceeds from sale of property, plant and equipment	47	2
Purchase of intangible assets	(391)	(443)
Purchase of investment securities	(1,028)	(978)
Proceeds from sale of investment securities	-	4
Payments for asset retirement obligations	-	(9)
Payments for sale of shares of subsidiaries resulting in change in scope of consolidation	-	(91)
Proceeds from collection of loans receivable	-	300
Other	5	-
Cash flows from investing activities	(1,392)	(1,338)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	-	4
Repayments of lease liabilities	(0)	-
Purchase of treasury shares	(0)	(838)
Proceeds from disposal of treasury shares	0	0
Dividends paid	(922)	(1,185)
Cash flows from financing activities	(923)	(2,018)
Effect of exchange rate change on cash and cash equivalents	(15)	14
Net increase (decrease) in cash and cash equivalents	(214)	(176)
Cash and cash equivalents at beginning of period	15,007	13,138
Cash and cash equivalents at end of period	14,792	12,962

(4) Notes to Interim Consolidated Financial Statements

(Notes on going concern assumption)

No items to be reported

(Notes on significant changes in the amount of Shareholders' equity)

The Company acquired 1,093,600 shares of Treasury shares based on the resolution at the Board of Director's meeting held on April 30, 2026. In addition, based on the resolutions at the Board of Directors meetings held on July 10, 2026 and August 7, 2026, the Company disposed of 223,800 shares and 444,300 shares of Treasury shares as restricted share-based compensation. As a result, Treasury shares increased by 333 millions of yen in the current interim consolidated accounting period.

(Notes to Segment Information, etc.)

I Previous interim consolidated accounting period (from April 1, 2025 to September 30, 2025)

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

(Millions of yen)

	Reportable segments						Adjustment (Note 1)	Amount in the semi-annual consolidated statement of income (Note 2)
	Human Resources Services Business	Recruiting Business	Local Information Service Business	HR Platform Business	Overseas Business (Note 3)	Total		
Net sales								
Revenue from contracts with customers	13,006	1,687	1,486	549	1,242	17,972	-	17,972
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	13,006	1,687	1,486	549	1,242	17,972	-	17,972
Inter-segment sales and transfers	2	134	20	0	1	159	(159)	-
Total	13,009	1,822	1,506	550	1,244	18,132	(159)	17,972
Segment profit	3,430	471	313	230	102	4,548	(684)	3,863

Note: 1. Adjustment for segment profit (684) millions of yen includes inter-segment transaction elimination 110 millions of yen and corporate expenses (795) millions of yen, which are not allocated to any of the reportable segments. Corporate expenses are mainly expenses related to the administrative divisions that do not belong to any reportable segment, such as the general affairs and accounting divisions of the Company.

2. segment profit is adjusted with Operating profit in Semi-annual consolidated statement of income.

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

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

(Significant Impairment losses Sites in Non-current assets)

Impairment losses is recorded in "Local Information Service Business." The amount recorded in this Impairment losses was 69 millions of yen in the current interim consolidated accounting period.

II Current consolidated interim accounting period (from April 1, 2026 to September 30, 2026)

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

(Millions of yen)

	Reportable segments						Adjustment (Note 1)	Amount in the semi-annual consolidated statement of income (Note 2)
	Human Resources Services Business	Recruiting Business	Local Information Service Business	HR Platform Business	Overseas Business (Note 3)	Total		
Net sales								
Revenue from contracts with customers	12,942	2,039	1,636	540	1,464	18,624	-	18,624
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	12,942	2,039	1,636	540	1,464	18,624	-	18,624
Inter-segment sales and transfers	1	143	11	0	3	159	(159)	-
Total	12,944	2,183	1,647	540	1,468	18,784	(159)	18,624
Segment profit	3,281	670	279	202	127	4,561	(726)	3,834

Note: 1. Adjustment for segment profit (726) millions of yen includes inter-segment transaction elimination 125 millions of yen and corporate expenses (851) millions of yen, which are not allocated to any of the reportable segments. Corporate expenses are mainly expenses related to the administrative divisions that do not belong to any reportable segment, such as the general affairs and accounting divisions of the Company.

2. segment profit is adjusted with Operating profit in Semi-annual consolidated statement of income.

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

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

No items to be reported