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## Summary of Consolidated Financial Results for the Third Quarter of the Fiscal Year Ending March 31, 2026 (Nine Months Ended December 31, 2025)

[Japanese GAAP]

January 30, 2026

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 Stock code: 4318  
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 Scheduled date of payment of dividend: —  
 Preparation of supplementary materials for quarterly financial results: None  
 Holding of financial results meeting: None

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

### 1. Consolidated Financial Results for the Third Quarter of the Fiscal Year Ending March 31, 2026 (April 1, 2025–December 31, 2025)

#### (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	%
Nine months ended Dec. 31, 2025	25,383	5.0	4,212	2.4	4,276	2.5	3,673	9.9
Nine months ended Dec. 31, 2024	24,183	8.7	4,113	(9.0)	4,170	(8.9)	3,341	6.7

Note: Comprehensive income (millions of yen) Nine months ended Dec. 31, 2025: 3,016 (down 17.1%)

Nine months ended Dec. 31, 2024: 3,640 (down 1.1%)

	Net income per share	Diluted net income per share
	Yen	Yen
Nine months ended Dec. 31, 2025	65.45	—
Nine months ended Dec. 31, 2024	59.54	—

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) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Dec. 31, 2025	24,378	18,992	77.9	338.32
As of Mar. 31, 2025	25,130	17,842	71.0	317.86

Reference: Shareholders' equity (millions of yen) As of Dec. 31, 2025: 18,987 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.

### 2. Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	Year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended Mar. 31, 2025	—	47.00	—	49.00	96.00
Fiscal year ending Mar. 31, 2026	—	50.00	—		
Fiscal year ending Mar. 31, 2026 (forecast)				18.00	—

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

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. The year-end dividend forecast without factoring in the stock split is ¥54.00.

### 3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2026 (April 1, 2025–March 31, 2026)

(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	33,970	4.5	4,570	0.8	4,620	0.2	3,700	3.3	65.94

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

**\* Notes**

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

Excluded: 1 Shanghai Quick CO., LTD.

(2) Application of special accounting methods for presenting quarterly 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 Dec. 31, 2025:	56,552,028 shares	As of Mar. 31, 2025	56,552,028 shares
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2) Number of treasury shares at the end of the period

As of Dec. 31, 2025:	430,614 shares	As of Mar. 31, 2025	430,536 shares
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3) Average number of shares outstanding during the period

Nine months ended Dec. 31, 2025:	56,121,436 shares	Nine months ended Dec. 31, 2024:	56,121,492 shares
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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 (419,850 shares as of Dec 30, 2025; 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 (419,911 shares as of Dec 30, 2025; - shares as of Dec 30, 2024).

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.

\* Review of the Japanese-language originals of the attached quarterly consolidated financial statements by certified public accountants or an audit firm: None

\* 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."

○Table of Contents of the Appendix

1. Overview of Operating Results, etc. ....	2
(1) Overview of Operating Results for the Quarter Ended December 31, 2025 .....	2
(2) Overview of Financial Position for the Quarter Ended December 31, 2025 .....	5
(3) Explanation of Consolidated Earnings Forecasts and Other Forward-looking Statements .....	5
2. Quarterly Consolidated Financial Statements and Primary Notes .....	6
(1) Quarterly Consolidated balance sheet .....	6
(2) Quarterly Consolidated statement of income and Quarterly Consolidated statement of comprehensive income .....	8
(Quarterly Consolidated statement of income) .....	8
(Quarterly Consolidated statement of comprehensive income) .....	9
(3) Notes to Quarterly Consolidated Financial Statements .....	10
(Notes on going concern assumption) .....	10
(Notes on significant changes in the amount of Shareholders' equity) .....	10
(Notes on Quarterly Consolidated statement of cash flows) .....	10
(Notes to Segment Information, etc.) .....	10

## 1. Overview of Operating Results

### (1) Overview of Operating Results for the Quarter Ended December 31, 2025

During the nine months ended December 31, 2025, 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, the situation in the Middle East, and the impact of U.S. trade policy.

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 1.18 times and the unemployment rate (seasonally adjusted) at 2.6 % in November.

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, during the nine months ended December 31, 2025, the Group's geographic sales grew to 25,383 millions of yen (up 5.0 % year on year) in Net sales, 4,212 millions of yen (up 2.4 % year on year) in Operating profit, 4,276 millions of yen (up 2.5 % year on year) in Ordinary profit, and 3,673 millions of yen (up 9.9 % year on year) in Profit attributable to owners of parent. As announced in the "Notice Concerning the Forecast of Sales of Extraordinary income (Gain on sale of investment securities)" on April 28, 2025, the Company sold Investment securities, which was scheduled for sale by the end of March 2026, during the nine months ended December 31, 2025. As a result, 1,164 millions of yen were recorded as Gain on sale of investment securities in Extraordinary income (718 millions of yen were recorded in the same period of the previous fiscal year).

Operating results by segment are as follows.

Net sales in each segment represents Net 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 first quarter of the fiscal year under review, and comparisons and analysis with the same quarter of the previous fiscal year are based on the new classification of segments.

#### 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 Group worked to develop new focus job categories, strengthen interviews between companies seeking employees and those seeking a career change, and respond quickly and courteously. 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 of these initiatives, sales increased in both personnel placement and nurse placement services for specific fields such as architecture and real estate related professionals, and various engineers in the manufacturing and IT sectors.

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

In the temporary staffing, temporary-to-permanent staffing, and business contracting categories, demand for nurses and childcare workers remains high because direct employment alone will not solve the problem of labor shortages. Under these circumstances, the nurse staffing service remained strong due to efforts to acquire registered nurses who want to be dispatched by strengthening online promotions, strengthening interviews, and renewing contracts of temporary staff. On the other hand, sales of temporary staffing services for childcare workers decreased due to a shrinking trend in the number of registered childcare workers as a result of an increase in the retention rate of childcare workers in line with the government's measures to improve treatment. As a result, the overall performance of the temporary staffing, temporary-to-permanent staffing, and business contracting categories was largely unchanged.

As a result, the total sales volume of Net sales in Human Resources Services Business was 17,757 millions of yen (up 5.0 % year-on-year), and that of Operating profit was 3,452 millions of yen (up 1.8 % 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, we expanded sales of other media, including industry-specific and part-time / part-time recruitment media and employee media, and the handling of overall recruitment advertising remained strong despite a severe competitive environment.

In services other than the job offer advertising business, competition with competitors is intensifying, and the use of generative AI and other technologies is driving the automation and efficiency of hiring processes. Amid this environment, the Group worked to strengthen marketing to develop new customers, strengthen its brand using social media and events, and strengthen sales collaboration with partner companies. As a result, while the production domain, such as the recruitment website, company brochure, and the creation of recruitment presentation materials, performed well, the consulting domain, such as the construction of recruitment strategies, recruitment process outsourcing, and interviewer training, performed poorly.

In addition, the number of hospitals listed on "Kango-roo! Shukatsu" a job site for nursing students, performed well in the Kango-roo! Shukatsu segment, which was transferred from Human Resources Services Business to Recruiting Business in the three months ended June 30, 2025. In addition, we worked to strengthen our foundation for business expansion by developing hospitals that participated in joint briefing sessions and building relationships through proposals that solve recruitment issues at hospitals.

As a result, the total sales volume of Net sales in Recruiting Business was 2,586 millions of yen (up 5.0 % year-on-year), and that of Operating profit was 762 millions of yen (up of 23.1 % year-on-year).

## Local Information Service Business

Local Information Service Business, in lifestyle information magazines, sales promotion ad of restaurants, shops, and other stores remained strong due to progress in developing new customers. While sales in the job offer and housing advertising sectors were largely flat, the publication of a new supplement on housing and renovation services contributed to an increase in overall sales in lifestyle information magazines. In addition, "Indeed" continued to perform well, reflecting the ongoing effects of the aggressive efforts to acquire new customers in the first half of the fiscal year.

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 Hokushinetsu 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, overall performance for "Cococolor." was strong.

As a result, the total sales volume of Net sales in Local Information Service Business was 2,242 millions of yen (up 14.5 % year-on-year), and that of Operating profit was 444 millions of yen (up 45.8 % 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. In this market, investment in sales promotion advertising by HR support service companies was sluggish, and revenue from online advertising, including advertising on the "Nihon no Jinjibu" site, decreased. In contrast, the need for HR support service companies to participate in HR events remained strong, and sales increased in the Event Division due to strong sales of each HR event held up to the first half of the fiscal year and steady sales of "HR conference 2025 - Autumn -" in November.

As a result, the total sales volume of Net sales in HR Platform Business was 893 millions of yen (down 10.5 % year-on-year), and that of Operating profit was 410 millions of yen (down 19.7 % 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, although the Company saw a recovery trend due to efforts to acquire new job offers and improve the contract closure rate, Net sales revenue through the first half of the fiscal year was lower than the previous year, and sales for both personnel placement and temporary staffing declined. In Mexico, administration's tariff policy, there were concerns about the impact of the business restructuring of Japanese automakers. Amid these circumstances, the launch of Spanish - and English-language registration sites and the strengthening of the sales structure led to the acquisition of registrants and new job offers, and personnel placement performed well.

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. In Vietnam, Chinese companies are actively expanding their business in response to the economic recovery, and competition with local Japanese companies for recruitment 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 the business failure of a Chinese automaker, etc., 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 1,902 millions of yen (up 2.9 % year-on-year), and that of Operating profit was 151 millions of yen (down 37.6 % year-on-year).

(2) Overview of Financial Position for the Quarter Ended December 31, 2025

Total assets as of December 31, 2025 was 24,378 millions of yen, a decrease of 752 millions of yen from March 31, 2025. This was mainly due to decreases in Cash and deposits and Notes and accounts receivable - trade, despite an increase in Investment securities.

Total liabilities, the number of millions of yen was 5,386, a decrease of 1,902 millions of yen from the previous fiscal year-end. This was mainly due to decreases in Accounts payable - trade, Income taxes payable, and Provision for bonuses.

Total net assets, the number of millions of yen was 18,992, an increase of 1,150 millions of yen from the previous fiscal year-end. 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 77.9%, an improvement of 6.9 points from the previous fiscal year-end.

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

At this point, there is no change to the Fiscal year ending Mar. 31, 2025 consolidated earnings forecast announced in the "Full year Consolidated Financial Results [Japanese GAAP]" dated April 28, 2025.

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

## 2. Quarterly Consolidated Financial Statements and Primary Notes

### (1) Quarterly Consolidated balance sheet

(Thousands of yen)

	FY3/25 (As of Mar. 31, 2025)	Third quarter of FY3/26 (As of Dec. 31, 2025)
<b>Assets</b>		
Current assets		
Cash and deposits	15,052,626	13,519,818
Notes and accounts receivable - trade	3,894,008	2,904,095
Other, net	465,581	618,809
Allowance for doubtful accounts	(5,800)	(4,224)
Total current assets	19,406,416	17,038,498
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	965,472	845,089
Vehicles, net	24,283	18,193
Tools, furniture and fixtures, net	262,945	229,200
Land	176,789	130,169
Leased assets, net	688	125
Total property, plant and equipment	1,430,179	1,222,778
Intangible assets		
Software	1,056,266	1,363,090
Software in progress	230,071	165,939
Goodwill	174,733	159,876
Other, net	10,646	10,646
Total intangible assets	1,471,717	1,699,553
Investments and other assets		
Investment securities	1,762,665	3,338,245
Leasehold deposits	803,568	804,019
Deferred tax assets	220,211	220,706
Other, net	47,506	84,544
Allowance for doubtful accounts	(11,593)	(29,850)
Total investments and other assets	2,822,359	4,417,666
Total non-current assets	5,724,256	7,339,998
Total assets	25,130,673	24,378,497



(Thousands of yen)

	FY3/25 (As of Mar. 31, 2025)	Third quarter of FY3/26 (As of Dec. 31, 2025)
<b>Liabilities</b>		
Current liabilities		
Accounts payable - trade	1,419,419	1,132,085
Short-term borrowings	119,999	90,000
Accounts payable - other	1,330,959	1,425,706
Accrued expenses	838,835	911,639
Income taxes payable	1,432,501	528,349
Accrued consumption taxes	430,542	463,601
Provision for bonuses	929,141	241,382
Provision for bonuses for directors (and other officers)	61,542	-
Other, net	447,241	281,715
Total current liabilities	7,010,182	5,074,480
Non-current liabilities		
Deferred tax liabilities	4,726	1,928
Provision for share awards	-	25,989
Retirement benefit liability	23,397	32,029
Asset retirement obligations	250,263	251,910
Total non-current liabilities	278,387	311,857
Total liabilities	7,288,570	5,386,338
<b>Net assets</b>		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	352,750	352,750
Retained earnings	16,131,924	17,939,143
Treasury shares	(266,704)	(266,781)
Total shareholders' equity	16,569,287	18,376,429
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,137,233	513,400
Foreign currency translation adjustment	132,338	97,377
Total accumulated other comprehensive income	1,269,571	610,777
Non-controlling interests	3,243	4,951
Total net assets	17,842,102	18,992,158
<b>Total liabilities and net assets</b>	<b>25,130,673</b>	<b>24,378,497</b>

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

(Thousands of yen)

	First nine months of FY3/25 (Apr. 1, 2024-Dec. 31, 2024)	First nine months of FY3/26 (Apr. 1, 2025-Dec. 31, 2025)
Net sales	24,183,442	25,383,341
Cost of sales	7,994,014	8,154,472
Gross profit	16,189,427	17,228,869
Selling, general and administrative expenses	12,076,130	13,016,183
Operating profit	4,113,297	4,212,686
Non-operating income		
Interest income	2,366	19,994
Dividend income	8,062	7,056
Foreign exchange gains	9,395	7,688
Sales cooperation money received	15,000	8,558
Books Sales commission	10,652	9,687
Other, net	12,560	12,023
Total non-operating income	58,037	65,008
Non-operating expenses		
Interest expenses	907	1,122
Commission expenses	245	245
Other, net	3	-
Total non-operating expenses	1,157	1,367
Ordinary profit	4,170,177	4,276,327
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	139	-
Loss on retirement of non-current assets	1,702	450
Impairment losses	-	69,534
Loss on liquidation of subsidiaries and associates	-	24,500
Total extraordinary losses	1,842	94,484
current net income for the quarter before income taxes and minority interests	4,886,715	5,371,499
Income taxes - current	1,407,775	1,409,896
Income taxes - deferred	136,001	287,040
Total income taxes	1,543,776	1,696,936
Net income for the quarter	3,342,938	3,674,562
Profit attributable to non-controlling shareholders	1,440	1,475
Profit attributable to owners of parent	3,341,497	3,673,086

## (Quarterly Consolidated statement of comprehensive income)

(Thousands of yen)

	First nine months of FY3/25 (Apr. 1, 2024-Dec. 31, 2024)	First nine months of FY3/26 (Apr. 1, 2025-Dec. 31, 2025)
Net income for the quarter	3,342,938	3,674,562
Other comprehensive income		
Valuation difference on available-for-sale securities	305,106	(623,832)
Foreign currency translation adjustment	(7,924)	(34,502)
Total other comprehensive income	297,181	(658,334)
Quarterly Comprehensive income	3,640,120	3,016,227
breakdown		
Quarterly Comprehensive income related to shareholders of the parent company	3,639,574	3,014,293
Non-controlling interests in Comprehensive income	545	1,934

(3) Notes to Quarterly Consolidated Financial Statements

(Notes on going concern assumption)

No items to be reported

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

No items to be reported

(Notes on Quarterly Consolidated statement of cash flows)

Quarterly Consolidated statement of cash flows for the nine months ended December 31, 2025 have not been prepared.

Depreciation expenses related to Depreciation (including depreciation expenses related to Intangible assets, excluding

Goodwill) for the nine months ended December 31, 2025 are as follows: Amortization of Goodwill and goodwill is as follows:

	First nine months of FY3/25 (Apr. 1, 2024-Dec. 31, 2024)	First nine months of FY3/26 (Apr. 1, 2025-Dec. 31, 2025)
Depreciation	411,459 thousand yen	431,195 thousand yen
Amortization of Goodwill	14,191	14,856

(Notes to Segment Information, etc.)

I previous cumulative consolidated third quarter (from April 1, 2024 to December 31, 2024)

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

(Thousands of yen)

	Reportable segments						Adjustment (Note 1)	Amount in the quarterly 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	16,914,104	2,462,663	1,959,515	998,882	1,848,276	24,183,442	-	24,183,442
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	16,914,104	2,462,663	1,959,515	998,882	1,848,276	24,183,442	-	24,183,442
Inter-segment sales and transfers	3,598	68,300	7,670	3,734	2,224	85,528	(85,528)	-
Total	16,917,703	2,530,964	1,967,186	1,002,617	1,850,500	24,268,970	(85,528)	24,183,442
Segment profit	3,392,051	619,886	304,679	511,583	243,441	5,071,642	(958,344)	4,113,297

Note: 1. The segment income (loss) adjustment of (958,344) thousand yen in includes elimination of inter-segment transactions of 377,260 thousand yen and corporate expenses of (1,335,605) thousand yen in that are not allocated to each reportable segment. 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 income (loss) is adjusted with Operating profit in 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 changes in the amount of Goodwill)

In Recruiting Business, Goodwill occurred due to the transfer of businesses. The increase in Goodwill due to this event was 191,852 thousand yen in the nine months ended December 31, 2025.

II current consolidated cumulative third quarter (from April 1, 2025 to December 31, 2025)

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

(Thousands of yen)

	Reportable segments						Adjustment (Note 1)	Amount in the quarterly 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	17,757,550	2,586,928	2,242,701	893,698	1,902,463	25,383,341	-	25,383,341
Other revenue	-	-	-	-	-	-	-	-
Sales to external customers	17,757,550	2,586,928	2,242,701	893,698	1,902,463	25,383,341	-	25,383,341
Inter-segment sales and transfers	3,378	207,127	26,255	400	1,862	239,024	(239,024)	-
Total	17,760,928	2,794,056	2,268,956	894,098	1,904,326	25,622,366	(239,024)	25,383,341
Segment profit	3,452,846	762,826	444,339	410,646	151,989	5,222,648	(1,009,962)	4,212,686

Note: 1. The segment income (loss) adjustment of (1,009,962) thousand yen in includes elimination of inter-segment transactions of 166,972 thousand yen and corporate expenses of (1,176,935) thousand yen in that are not allocated to each reportable segment. 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 income (loss) is adjusted with Operating profit in Consolidated statement of income.

3. Overseas Business includes the U.S., Mexico, U.K., Netherlands, Germany, China, Vietnam, 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 69,534 thousand yen for the nine months ended December 31, 2025.

3. Disclosure of changes, etc. in reportable segments  
(Changes in Segment Classification)

From the three months ended June 30, 2025, some of the businesses previously included in the "Human Resources Services Business" segment have been reclassified to the "Recruiting Business" segment to more accurately reflect the situation.

The segment information for the nine months ended December 31, 2024 is based on the new reportable segments.