

Results of Operations for the Third Quarter of the Fiscal Year Ending March 31, 2019 (FY3/19)



1 3Q FY3/19 Consolidated Financial Summary

1 3Q FY3/19 Financial Results (YoY Change/Vs. Revised Plan)



Both third quarter sales and earnings rose to new record highs

YoY Change/Vs. Revised Plan

(Millions of yen)

	3Q FY3/19 results	3Q FY3/18 results			3Q FY3/19 plan		
		Results	YoY change (amount)	YoY change (%)	Revised plan	Vs. plan (amount)	Vs. plan (%)
Net sales	14,252	12,218	2,034	16.6%	13,925	326	2.3%
Gross profit	8,903	7,312	1,590	21.8%	8,631	272	3.2%
Selling, general and administrative expenses	6,623	5,403	1,220	22.6%	6,659	(36)	(0.5) %
Operating profit	2,279	1,909	370	19.4%	1,971	308	15.6%
Ordinary profit	2,305	1,983	322	16.2%	2,131	174	8.2%
Profit attributable to owners of parent	1,550	1,391	159	11.5%	1,451	99	6.9%

1 3Q FY3/19 Segment Results (YoY Change/Vs. Revised Plan)



YoY Change/Vs. Revised Plan

(Millions of yen)

Segment		3Q FY3/19 results	3Q FY3/18 results			3Q FY3/19 plan		
			Results	YoY change (amount)	YoY change (%)	Revised plan	Vs. plan (amount)	Vs. plan (%)
Sales	Human Resources Services Business	8,804	7,549	1,254	16.6%	8,658	145	1.7%
	Recruiting Business	2,648	2,370	278	11.7%	2,527	121	4.8%
	Information Publishing Business	1,447	1,292	154	12.0%	1,415	31	2.2%
	Other	1,352	1,005	346	34.5%	1,324	28	2.1%
	Total	14,252	12,218	2,034	16.6%	13,925	326	2.3%
Operating profit	Human Resources Services Business	1,898	1,668	230	13.8%	1,708	189	11.1%
	Recruiting Business	600	518	82	15.9%	507	93	18.3%
	Information Publishing Business	97	0	96	11,089.4%	92	5	5.9%
	Other	238	182	56	30.8%	209	28	13.6%
	Adjustment	(555)	(460)	(94)	-	(546)	(8)	-
Total	2,279	1,909	370	19.4%	1,971	308	15.6%	

Note: Major figures that impact segment sales and profit include inter-segment transactions.

1 Changes in Segment Sales (YoY change)

■ Human Resources Service Business contributed to strong sales. Overseas Business also remained firm. (Millions of yen)

Segment	3Q FY3/19 results	3Q FY3/18 results	YoY change (amount)	Main factors
Human Resources Service Business	8,804	7,549	1,254	<ul style="list-style-type: none"> •Personnel placement 1,192 •Temporary staffing 16 •Nursery school operations 36
Recruiting Business	2,648	2,370	278	<ul style="list-style-type: none"> •Recruiting advertising 103 (new graduates 14, mid-year professionals 89) •In-house planned products 158
Information Publishing Business	1,447	1,292	154	<ul style="list-style-type: none"> •Free paper 15 •Posting service 45 •Concierge service 53 •WEB products 20
Other	1,352	1,005	346	<ul style="list-style-type: none"> •Internet-Related Business 89 •Overseas Business 257 (USA 35 , UK 183)
Consolidated total	14,252	12,218	2,034	-

1 Changes in Segment Operating Profit (YoY change)

■ Strong performance of the Human Resources Service Business absorbed higher costs.
(Millions of yen)

Segment	3Q FY3/19 results	3Q FY3/18 results	YoY change (amount)	Main factors
Human Resources Service Business	1,898	1,668	230	<ul style="list-style-type: none"> •Personnel placement promotions 133 •Information service charge concerning personnel placement 64 •Higher labor cost of childcare workers due to opening of nursery schools 36 •Higher personnel expenses due to larger workforce 548 •Higher rent due to expanded floor space 60
Recruiting Business	600	518	82	<ul style="list-style-type: none"> •Outsourcing expenses for in-house planned products 110 •Higher personnel expenses due to larger workforce 83
Information Publishing Business	97	0	96	<ul style="list-style-type: none"> •Labor cost 8 •Higher cost due to growth in sales (WEB products 10, Shipment expenses 12)
Other	238	182	56	<ul style="list-style-type: none"> •Higher expenses due to consolidation of subsidiaries in UK and Vietnam and QG 199 •Higher personnel expenses due to larger workforce (Internet-Related Business 10, Overseas Business 38)
Adjustment	(555)	(460)	(94)	<ul style="list-style-type: none"> •Directors remuneration and personnel expenses 88 •Recruiting expenses 16
Consolidated total	2,279	1,909	370	-

1 Changes in Segment Sales (Vs. Revised Plan)



■ All segment sales are generally in line with the revised plan.

(Millions of yen)

Segment	3Q FY3/19 results	3Q FY3/19 revised plan	Vs. plan (amount)	Main factors
Human Resources Service Business	8,804	8,658	145	<ul style="list-style-type: none"> Personnel placement 123 Temporary staffing 7 Nursery school operations 10
Recruiting Business	2,648	2,527	121	<ul style="list-style-type: none"> Recruiting advertising 60 (new graduates 3 , mid-year professionals 56) In-house planned products 41
Information Publishing Business	1,447	1,415	31	<ul style="list-style-type: none"> Free paper (3) Posting service 13 WEB products 23
Other	1,352	1,324	28	<ul style="list-style-type: none"> Internet-Related Business 38 Overseas Business (10) (UK (9) , China (1))
Consolidated total	14,252	13,925	326	-

1 Changes in Segment Operating Profit (Vs. Revised Plan)

■ There was a positive effect from cost reduction in the Human Resources Service Business.
(Millions of yen)

Segment	3Q FY3/19 results	3Q FY3/19 revised plan	Vs. plan (amount)	Main factors
Human Resources Service Business	1,898	1,708	189	<ul style="list-style-type: none"> Personnel placement promotions (30) Personnel expenses (38) Labor cost of temporary staff 15
Recruiting Business	600	507	93	<ul style="list-style-type: none"> Higher cost due to growth in sales (Higher outsourcing expenses for advertisement production 29)
Information Publishing Business	97	92	5	<ul style="list-style-type: none"> Higher cost due to growth in sales (WEB products 12, Shipment expenses 7)
Other	238	209	28	<ul style="list-style-type: none"> Higher cost due to growth in sales of Internet-Related Business 8
Adjustment	(555)	(546)	(8)	<ul style="list-style-type: none"> Recruiting expenses 3, Communication cost 1 Personnel expenses 1
Consolidated total	2,279	1,971	308	-

2 Supplementary Materials

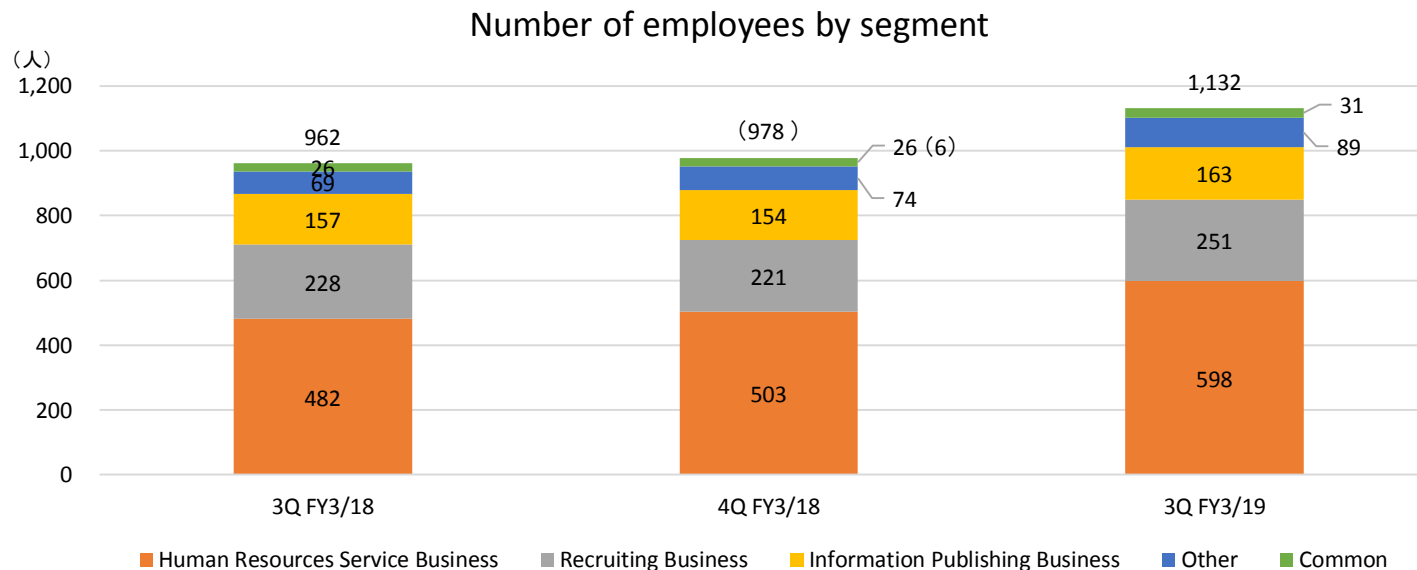
1,132 (Number of employees up by 154 from the end of March 2018)

【Main change factors】

Human Resources Service Business	: Personnel placement +87
Recruiting Business	: +30
Other	: Colorful Company +9, Overseas Business +15

Note 1. QUICK VIETNAM and QUICK GLOBAL were included in the Common segment item because they were not consolidated in years before FY3/18.

Note 2. In April 2018, 90 new college graduates started working at QUICK.



Note 1. The number of employees is shown with "the number of regular staff + the number of temporary staff(with social insurance)."

Note 2. Numbers in parentheses for the Common segment include the number of individuals belong to non-consolidated subsidiaries.

2 Medium-term Management Plan

Medium-term Management Plan (FY3/19–FY3/21)

(Millions of yen)

	FY3/18	FY3/19		FY3/20		FY3/21	
	results	Revised plan	YoY change	Plan	YoY change	Plan	YoY change
Net sales	16,775	18,970	13.1%	21,000	10.7%	23,850	13.6%
Gross profit	9,748	11,540	18.4%	12,320	6.8%	14,080	14.3%
Selling, general and administrative expenses	7,549	8,967	18.8%	9,500	5.9%	10,650	12.1%
Operating profit	2,198	2,573	17.0%	2,820	9.6%	3,430	21.6%
Ordinary profit	2,300	2,794	21.4%	2,850	2.0%	3,460	21.4%
Profit attributable to owners of parent	1,627	1,828	12.3%	1,970	7.8%	2,391	21.4%
Gross margin	58.1%	60.8%	2.7pt	58.7%	(2.1) pt	59.0%	0.3pt
Operating margin	13.1%	13.6%	0.5pt	13.4%	(0.2) pt	14.4%	1.0pt
Ordinary margin	13.7%	14.7%	1.0pt	13.6%	(1.1) pt	14.5%	0.9pt
Profit attributable to owners of parent margin	9.7%	9.6%	(0.1) pt	9.4%	(0.2) pt	10.0%	0.6pt

Note : QUICK reexamines and revises its medium-term management plan every year on a rolling basis. Figures on the above table are based on the revised plan announced on January 31, 2019.

2 Medium-term Management Plan (Segment Sales and Operating Profit)



Medium-term Management Plan by Segment (FY3/19–FY3/21)

(Millions of yen)

		FY3/18 results	FY3/19		FY3/20		FY3/21	
			Revised plan	YoY change	Plan	YoY change	Plan	YoY change
Sales	Human Resources Services Business	9,915	11,524	16.2%	13,171	14.3%	15,314	16.3%
	Recruiting Business	3,693	3,817	3.4%	3,923	2.8%	4,056	3.4%
	Information Publishing Business	1,762	1,910	8.4%	1,913	0.2%	2,080	8.7%
	Other	1,404	1,717	22.3%	1,991	15.9%	2,398	20.4%
	Total	16,775	18,970	13.1%	21,000	10.7%	23,850	13.6%
Operating profit	Human Resources Services Business	1,735	2,004	15.5%	2,234	11.5%	2,540	13.7%
	Recruiting Business	881	950	7.8%	860	(9.5)%	901	4.8%
	Information Publishing Business	3	129	3,693.4%	107	(16.6)%	187	74.3%
	Other	198	226	14.3%	243	7.3%	426	75.3%
	Adjustment	(619)	(737)	-	(625)	-	(626)	-
Total	2,198	2,573	17.0%	2,820	(9.6%)	3,430	(21.6%)	



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.

Inquiries: Corporate Strategy Div., QUICK CO.,LTD.

TEL:+81-6-6366-0919