



## Summary of Consolidated Financial Results for the First Half Ended September 30, 2023 [Japanese GAAP]

November 14, 2023

Name of Listed Company: CAREERLINK CO., LTD.

Stock Listing: TSE

Code Number: 6070

URL: <https://www.careerlink.co.jp/>

Representative: (Title) President, Representative Director, and Executive Officer

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Scheduled Date of Financial Statements Filing: November 14, 2023

Scheduled Date of Dividend Payment Start: -

Supplementary Materials for Financial Results: Yes

Investor Conference for Financial Results: Yes (for institutional investors and analysts)

(Amounts are rounded down to the nearest one million yen.)

### 1. Consolidated Financial Results for the First Half of the Fiscal Year Ending March 31, 2024 (April 1, 2023 to September 30, 2023)

(1) Consolidated Financial Results (Percentages indicate the change against the same period of the previous fiscal year.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
First half ended September 30, 2023	22,235	1.0	1,136	(56.8)	1,140	(57.0)	729	(59.8)
First half ended September 30, 2022	22,025	-	2,629	-	2,650	-	1,812	-

(Note) Comprehensive income: 1H FY 3/2024: ¥752 million [(58.7)%] 1H FY 3/2023: ¥1,820 million [-%]

\* Year on year changes for the fiscal year ended March 31, 2023 are not presented because FY 3/2022 was a 13-month period due to the change of the fiscal year end (from end of February to end of March).

	Net income per share	Diluted net income per share
	Yen	Yen
First half ended September 30, 2023	61.46	61.02
First half ended September 30, 2022	153.46	152.65

### (2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
As of September 30, 2023	20,198	12,979	63.7
As of March 31, 2023	21,809	13,526	61.5

(Reference) Equity capital: 1H FY 3/2024: ¥12,856 million FY 3/2023: ¥13,404 million

### 2. Dividends

	Dividends per share				
	End of the 1Q	End of the 2Q	End of the 3Q	Year-end	Annual
	Yen	Yen	Yen	Yen	Yen
Year ended March 31, 2023	-	0.00	-	110.00	110.00
Year ending March 31, 2024	-	0.00			
Year ending March 31, 2024 (Forecast)			-	120.00	120.00

(Note) Revision of forecast for dividends recently announced: No

**3. Forecast of Consolidated Financial Results for the Fiscal Year Ending March 31, 2024 (April 1, 2023 to March 31, 2024)**

(Percentages indicate the change against the same period of the previous fiscal year.)

	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	47,705	(9.2)	3,175	(58.3)	3,177	(58.4)	2,122	(62.8)	178.83

(Note) Revision of forecast for consolidated financial results recently announced: No

**\* Notes**

- (1) Changes in significant subsidiaries during the period: None
- (2) Application of the accounting procedures for producing quarterly consolidated financial statements: None
- (3) Changes in accounting policies, accounting estimates and restatements:
- 1) Changes in accounting policies due to revisions of accounting standards: None
  - 2) Changes in accounting policies due to reasons other than above 1): None
  - 3) Changes in accounting estimates: None
  - 4) Restatements: None

(4) Number of issued shares (common stock)

1) Number of issued shares (including treasury shares) at end of term	As of September 30, 2023	12,596,200 shares	As of March 31, 2023	12,590,800 shares
2) Number of treasury shares at end of term	As of September 30, 2023	728,973 shares	As of March 31, 2023	728,898 shares
3) Average number of outstanding shares during the period (during the first half)	First half ended September 30, 2023	11,864,492 shares	First half ended September 30, 2022	11,811,716 shares

(Note) The shares in the Company possessed by Custody Bank of Japan, Ltd. (Trust E) are included in the treasury shares to be deducted in the calculation of the average number of outstanding shares during the period (1H of the fiscal year ending March 31, 2024: 0 shares / 1H of the fiscal year ended March 31, 2023: 46,701 shares) as a trust asset of the stock benefit trust (J-ESOP). The Company established an employee stock ownership plan (J-ESOP); however, the system has been terminated on February 28, 2023.

\* Summary of financial results is out of scope of quarterly review by certified public accountant or audit corporation.

\* Cautionary statement regarding forecasts of operating results and special notes

(Notes to the forward-looking statements, and others)

Forward-looking statements in these materials are based on information currently available to the Company and assumptions that the Company believes are reasonable. These statements are not promises by the Company regarding future performance. Actual results may differ significantly from these statements for a number of reasons. For information on the forecasts and cautions when using these forecasts, please see “1. Qualitative Information (3) Explanation Regarding Future Forecast Information Including Forecast of Consolidated Financial Results” on page 5.

(To receive supplementary explanatory documents about first half results of operations)

Supplementary explanatory documents about results of operations will be posted promptly on the Company’s website after the quarterly earnings presentation.

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## 1. Qualitative Information

### (1) Explanation of Financial Results

In the first half of the term ending March 31, 2024, the Japanese company saw an increase in the consumption of services such as eating out and travel with the normalization of socioeconomic activity and the acceleration of wage rises. However, the outlook remained uncertain due to continuous surging prices centering on food, in addition to the rise of electricity prices and the runup of gasoline prices.

Although the soaring global prices for natural resources, supply-side constraints, and resultant inflation have slowed, the possibility of a resurgence may be considered due to the situation in Ukraine, extreme weather events, and other factors. Therefore, the outlook for the global economy remained uncertain due to concerns of an economic slowdown by continuous tighter monetary policy globally, especially in European countries and the United States, as well as concerns over an economic slowdown in China resulting from the debts problems faced by regional governments and the real estate situation.

In this situation, the environment surrounding the Japanese human resource service industry saw an increase in new job openings, chiefly in the accommodation, food service, and telecommunications industries, with demand for increased hiring high in the context of a continued gradual recovery in consumer spending and strong corporate earnings centering on service industry.

In such a business environment, in our core business related to business process outsourcing, the Group promoted the sales activities by putting emphasis on project proposals, with “proposal-based competitive tenders” (project competition formula) in mind, in our efforts to increase orders for BPO contract projects, focusing mainly on social security and tax number projects, projects related to responses to legislative revisions, and benefit payment projects from local governments. However, we were unable to obtain the level of orders we had anticipated, because the scale of orders placement for social security and tax number projects was significantly lower than envisaged, and in regard to projects related to responses to legislative revisions, services are unlikely to commence this fiscal year. Moreover, for some BPO contract projects for local governments, “general competitive tenders” (price competition formula), in which the selection of subcontractor is based on bid price, was adopted, and we were unable to win those contracts due to our inferior bid prices. For this reason, we were unable to obtain the anticipated level of orders. On the other hand, in the manufacturing human resources services business, the recovery in personal consumption led to continuous strong orders in the food processing category. As a result, net sales in the first half of the term ending March 31, 2024 increased by 209,947 thousand yen (up 1.0%) year on year to 22,235,024 thousand yen.

In terms of profit, operating profit decreased by 1,492,629 thousand yen (down 56.8%) year on year to 1,136,420 thousand yen, ordinary profit decreased by 1,509,624 thousand yen (down 57.0%) year on year to 1,140,640 thousand yen, and profit attributable to owners of parent decreased by 1,083,468 thousand yen (down 59.8%) year on year to 729,189 thousand yen. This was a result of our inability to obtain the anticipated level of orders in the BPO related business and the fact that profit margins on project contracts won in “general competitive tenders” (price competition formula) were lower than expected, in addition to the implementation of initiatives such as strengthening personnel and developing business processing systems to boost competitiveness.

Whereas, in the past, we disclosed segment information for the clerical human resource services business, the manufacturing human resources services business, the sales human resource services business, and other services, from the beginning of the first quarter of the term ending March 31, 2024, we have integrated the sales human resource services business into the business process outsourcing section of the clerical human resource services business. We now disclose segment information for the clerical human resource services business, the manufacturing human resources services business, and other services. Figures for the first half of the term ended March 31, 2023 have been presented after applying this new classification.

(Clerical human resource services)

While the business process outsourcing section received robust levels of orders for BPO contract projects focused mainly on social security and tax number projects, compared with the corresponding period of the previous fiscal year, the scale of orders received fell significantly short of expectations, and we were also unable to obtain the level of orders we had anticipated for projects related to responses to legislative revisions, as services are unlikely to commence this fiscal year. Moreover, whereas we had expected “proposal-based competitive tenders” (project competition formula) for certain new projects, including projects related to economic measures, the adoption of “general competitive tenders” (price competition formula)

for those projects meant that we were unable to achieve the level of orders that we had envisaged. This also caused an increase in bidders, resulting in lower winning bid prices. In addition, to the shrinking of large contracts received from leading BPO business operators meant that we were unable to achieve the level of orders that we had anticipated. In the customer relationship management section, although we received a steady stream of orders, including large new projects in the Tokyo metropolitan area and orders from existing clients received by regional branches such as Sendai and Fukuoka, those were not enough to achieve the increase in orders received that we had anticipated. In the office services section, despite the promotion of efforts to increase new clients, focusing on local governments, there was a reduction in the scale of existing transactions for dispatching office workers to local governments and financial institutions. As a result of these and other factors, net sales of this business for the first half of the term ending March 31, 2024 decreased by 287,684 thousand yen (down 1.5%) year on year to 18,999,130 thousand yen. In terms of profit, operating profit decreased by 1,468,757 thousand yen (down 58.8%) year on year to 1,027,681 thousand yen. This was mainly due to the implementation of initiatives to respond to the future diversification of operations and the regional development of the BPO-related business, strengthen personnel and develop business processing systems to boost competitiveness in “general competitive tender” (price competition formula) projects, and reinforce capabilities, in addition to our inability to achieve the expected level of orders in the BPO-related business and the lower-than-anticipated profit margin on BPO contract projects received.

(a) Business process outsourcing

Net sales of this section in the first half of the term ending March 31, 2024 decreased by 285,424 thousand yen (down 2.0%) year on year to 14,157,585 thousand yen. This was because, despite a steady stream of orders for social security and tax number projects from local governments and BPO contract projects for new services, due to reductions in the size of orders placed and the postponement of their implementation timeframes, as well as the lack of success in tenders due to the adoption of general competitive tenders (price competition formula) for many new projects, including projects related to economic measures, and the scaling down or completion of projects from leading BPO business operators ordered in the previous fiscal year.

(b) Customer relationship management

Net sales of this section in the first half of the term ending March 31, 2024 increased by 173,920 thousand yen (up 8.2%) year on year to 2,293,083 thousand yen. As well as receiving orders from existing clients for the dispatch of workers at large-scale call centers in the Tokyo metropolitan area, we successfully received orders from new BPO business operator clients for public sector worker dispatch projects and strong orders from financial institutions. In addition, we received a steady stream of orders from Internet-related service providers and telemarketing operators, in local branch offices focused mainly in Sendai and Fukuoka, for mail order sales and finance-related projects.

(c) Office services

Net sales of this section in the first half of the term ending March 31, 2024 decreased by 176,180 thousand yen (down 6.5%) year on year to 2,548,462 thousand yen, due to decreases in the scale of spot transactions with local governments received in the previous fiscal year and existing projects for financial institutions, despite strong orders for social security and tax number-related projects and from leading BPO business operators in regional branches such as Fukuoka and Okinawa.

(Manufacturing human resources services)

Net sales of this business in the first half of the term ending March 31, 2024 increased by 503,533 thousand yen (up 19.5%) year on year to 3,092,135 thousand yen. This was the result of efforts to develop new clients and the favorable volume of orders from existing clients in the food processing category, primarily in ready-made side dishes, confectionery, and frozen foods manufacturing. We also actively promoted the expansion of transactions with existing clients at each business location in the manufacturing and processing category. As a result, the volume of orders increased for transport machinery manufacturing, housing equipment manufacturing, machinery manufacturing, etc. In terms of profit, operating profit decreased by 29,303 thousand yen (down 24.9%) year on year to 88,189 thousand yen, mainly due to higher personnel expenses and expenses for increasing the number of registered staff workers, as we actively endeavored to recruit new staff and increase the number of registered staff workers with the aim of expanding our operations in the future.

(Other services)

This business is the automobile management business of Tokyo Vehicle Management Co., Ltd., a subsidiary of Japan Business Service Co., Ltd. Net sales of this business in the first half of the term ending March 31, 2024 decreased by 5,901 thousand yen (down 3.9%) year on year to 143,758 thousand yen, while operating profit increased by 5,431 thousand yen (up 35.9%) year on year to 20,549 thousand yen due to our efforts to reduce selling, general and administrative expenses.

## (2) Explanation of Financial Position

### (a) Assets, liabilities, and net assets

#### (Assets)

Total assets at the end of the first half of the term ending March 31, 2024 are 20,198,675 thousand yen, down 1,611,015 thousand yen from the end of the previous fiscal year. This is due mainly to a decrease of 7,257,583 thousand yen in “Notes and accounts receivable - trade, and contract assets”, although “Cash and deposits” increased by 5,468,365 thousand yen.

#### (Liabilities)

Total liabilities at the end of the first half of the term ending March 31, 2024 are 7,218,962 thousand yen, down 1,064,049 thousand yen from the end of the previous fiscal year. This is due mainly to decreases of 1,069,517 thousand yen in “Income taxes payable” and 695,605 thousand yen in “Accounts payable – other”, despite an increase of 790,960 thousand yen in “Other” in the “Current liabilities” section, including “Accrued consumption taxes payable” and “Accrued expenses”.

#### (Net assets)

Total net assets at the end of the first half of the term ending March 31, 2024 are 12,979,712 thousand yen, down 546,965 thousand yen from the previous fiscal year. This is due mainly to a decrease of 575,619 thousand yen in “Retained earnings” (up 729,189 thousand yen in “Profit attributable to owners of parent” and down 1,304,809 thousand yen due to the payment of dividends).

### (b) Cash flows

Cash and cash equivalents totaled 10,566,312 thousand yen at the end of the first half, 5,468,365 thousand yen more than at the end of the previous fiscal year. The following is a summary of cash flows and contributing factors.

#### (Operating activities)

Net cash acquired in operating activities was 7,367,146 thousand yen compared to a positive cash flow of 921,589 thousand yen in the same period one year earlier.

Major sources of cash were an increase of 7,257,583 thousand yen due to “Decrease in trade receivables and contract assets” and “Profit before income taxes” of 1,140,640 thousand yen. Major uses of cash were a decrease in “Income taxes paid” of 1,307,422 thousand yen, “Decrease in accounts payable – other” of 651,212 thousand yen, and “Decrease in accrued consumption taxes” of 292,198 thousand yen.

#### (Investing activities)

Net cash used in investing activities was 435,043 thousand yen compared to a negative cash flow of 80,344 thousand yen in the same period one year earlier.

A major source of cash was 56,709 thousand yen in “Proceeds from refund of leasehold and guarantee deposits,” while major uses of cash were payments of 344,317 thousand yen for the “Purchase of property, plant and equipment and intangible assets,” and 101,482 thousand yen for “Purchase of investment securities.”

#### (Financing activities)

Net cash used in financing activities was 1,463,737 thousand yen compared to a negative cash flow of 656,015 thousand yen in the same period one year earlier.

Major uses of cash were 1,303,136 thousand yen in “Dividends paid” and 145,040 thousand yen in “Repayments of long-term borrowings.”

**(3) Explanation Regarding Future Forecast Information Including Forecast of Consolidated Financial Results**

There are no revisions to the forecast for the year ending March 31, 2024 provided in the summary information in this consolidated financial results document in the “Consolidated Forecast” announced on November 2, 2023.



## 2. Consolidated Financial Statements and Notes

### (1) Consolidated Balance Sheets

(Unit: Thousands of yen)

	As of March 31, 2023	As of September 30, 2023
<b>Assets</b>		
Current assets		
Cash and deposits	5,097,947	10,566,312
Notes and accounts receivable - trade, and contract assets	14,668,409	7,410,825
Inventories	9,793	6,963
Other	507,459	397,957
Allowance for doubtful accounts	(4,091)	(2,127)
Total current assets	20,279,517	18,379,930
Non-current assets		
Property, plant and equipment	299,843	374,624
Intangible assets	107,311	310,751
Investments and other assets	1,123,016	1,133,367
Total non-current assets	1,530,172	1,818,744
Total assets	21,809,690	20,198,675
<b>Liabilities</b>		
Current liabilities		
Short-term borrowings	36,000	36,000
Current portion of bonds payable	30,000	25,000
Current portion of long-term borrowings	286,704	281,700
Accounts payable - other	3,682,745	2,987,140
Income taxes payable	1,379,821	310,304
Provision for bonuses	313,016	315,366
Asset retirement obligations	21,310	-
Other	1,705,688	2,496,649
Total current liabilities	7,455,286	6,452,159
Non-current liabilities		
Bonds payable	20,000	10,000
Long-term borrowings	693,036	553,000
Retirement benefit liability	937	577
Asset retirement obligations	77,410	150,355
Other	36,341	52,869
Total non-current liabilities	827,725	766,802
Total liabilities	8,283,011	7,218,962
<b>Net assets</b>		
Shareholders' equity		
Share capital	400,567	405,967
Capital surplus	241,861	247,261
Retained earnings	13,188,505	12,612,886
Treasury shares	(443,448)	(443,661)
Total shareholders' equity	13,387,485	12,822,453
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	17,107	34,323
Total accumulated other comprehensive income	17,107	34,323
Share acquisition rights	58,248	53,342
Non-controlling interests	63,836	69,593
Total net assets	13,526,678	12,979,712
Total liabilities and net assets	21,809,690	20,198,675

## (2) Consolidated Statements of Income and Statements of Comprehensive Income

## Consolidated Statements of Income

For the first half

(Unit: Thousands of yen)

	First half ended September 30, 2022 (April 1, 2022 - September 30, 2022)	First half ended September 30, 2023 (April 1, 2023 - September 30, 2023)
Net sales	22,025,077	22,235,024
Cost of sales	16,867,218	17,946,587
Gross profit	5,157,859	4,288,437
Selling, general and administrative expenses	2,528,808	3,152,016
Operating profit	2,629,050	1,136,420
Non-operating income		
Interest income	34	101
Dividend income	656	688
Subsidy income	8,886	4,555
Settlement income	13,271	-
Compensation for forced relocation	-	4,990
Other	521	2,477
Total non-operating income	23,371	12,813
Non-operating expenses		
Interest expenses	1,962	2,568
Loss on termination of ESOP trust	-	5,541
Other	194	483
Total non-operating expenses	2,156	8,593
Ordinary profit	2,650,265	1,140,640
Profit before income taxes	2,650,265	1,140,640
Income taxes - current	739,487	278,157
Income taxes - deferred	89,874	127,536
Total income taxes	829,362	405,693
Profit	1,820,902	734,946
Profit attributable to non-controlling interests	8,244	5,756
Profit attributable to owners of parent	1,812,658	729,189

Consolidated Statements of Comprehensive Income  
For the first half

(Unit: Thousands of yen)

	First half ended September 30, 2022 (April 1, 2022 - September 30, 2022)	First half ended September 30, 2023 (April 1, 2023 - September 30, 2023)
Profit	1,820,902	734,946
Other comprehensive income		
Valuation difference on available-for-sale securities	(259)	17,216
Total other comprehensive income	(259)	17,216
Comprehensive income	1,820,643	752,162
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	1,812,398	746,406
Comprehensive income attributable to non-controlling interests	8,244	5,756

## (3) Consolidated Statements of Cash Flows

(Unit: Thousands of yen)

	First half ended September 30, 2022 (April 1, 2022 - September 30, 2022)	First half ended September 30, 2023 (April 1, 2023 - September 30, 2023)
<b>Cash flows from operating activities</b>		
Profit before income taxes	2,650,265	1,140,640
Depreciation	111,859	91,787
Increase (decrease) in allowance for doubtful accounts	(875)	235
Increase (decrease) in provision for bonuses	51,732	2,349
Increase (decrease) in retirement benefit liability	(1,492)	(360)
Increase (decrease) in provision for loss on orders received	(117,249)	-
Increase (decrease) in provision for share awards	642	-
Interest and dividend income	(691)	(790)
Interest expenses	1,962	2,568
Decrease (increase) in trade receivables and contract assets	658,807	7,257,583
Decrease (increase) in inventories	1,430	2,830
Increase (decrease) in advances received	3,026	795
Increase (decrease) in accounts payable - other	(701,877)	(651,212)
Increase (decrease) in accrued expenses	(415,436)	(268,181)
Increase (decrease) in accrued consumption taxes	(560,688)	(292,198)
Increase (decrease) in contract liabilities	397,894	932,774
Other, net	(72,539)	448,852
Subtotal	2,006,770	8,667,677
Interest and dividends received	691	790
Interest paid	(1,868)	(2,335)
Income taxes paid	(1,084,003)	(1,307,422)
Income taxes refund	-	8,438
Net cash provided by (used in) operating activities	921,589	7,367,146
<b>Cash flows from investing activities</b>		
Purchase of investment securities	(1,456)	(101,482)
Purchase of property, plant and equipment	(39,306)	(106,860)
Purchase of intangible assets	(32,075)	(237,457)
Payments for asset retirement obligations	(2,428)	(21,310)
Payments of leasehold and guarantee deposits	(43,889)	(24,642)
Proceeds from refund of leasehold and guarantee deposits	38,811	56,709
Net cash provided by (used in) investing activities	(80,344)	(435,043)
<b>Cash flows from financing activities</b>		
Repayments of long-term borrowings	(151,718)	(145,040)
Redemption of bonds	(15,000)	(15,000)
Purchase of treasury shares	-	(212)
Dividends paid	(473,168)	(1,303,136)
Purchase of shares of subsidiaries not resulting in change in scope of consolidation	(15,962)	-
Other, net	(166)	(349)
Net cash provided by (used in) financing activities	(656,015)	(1,463,737)
Net increase (decrease) in cash and cash equivalents	185,230	5,468,365
Cash and cash equivalents at beginning of period	7,031,627	5,097,947
Cash and cash equivalents at end of period	7,216,857	10,566,312

(4) Notes to Consolidated Financial Statements

(Notes Relating to Going Concern Assumption)

None applicable

(Notes on Significant Changes in Shareholders' Equity)

None applicable

(Segment Information)

[Segment information]

I For the first half ended September 30, 2022 (April 1, 2022 - September 30, 2022)

1. Information about sales and income (loss) by reporting segment and information on breakdown of revenues

(Unit: Thousands of yen)

	Reporting segments			Other <sup>(Note 1)</sup>	Amount on the consolidated statement of income <sup>(Note 2)</sup>
	Clerical human resources services business	Manufacturing human resource services business	Total		
Net sales					
Dispatch of workers	10,369,852	2,583,694	12,953,547	-	12,953,547
Undertaking of tasks	8,891,621	-	8,891,622	149,660	9,041,283
Dispatch of workers to be employed as full-time employees	988	-	988	-	988
Introduction of workers	24,350	4,907	29,258	-	29,258
Revenues from contracts with customers	19,286,814	2,588,602	21,875,416	149,660	22,025,077
To outside customers	19,286,814	2,588,602	21,875,416	149,660	22,025,077
Intersegment sales and transfers	-	-	-	-	-
Total	19,286,814	2,588,602	21,875,416	149,660	22,025,077
Segment income	2,496,439	117,492	2,613,931	15,118	2,629,050

Notes: 1. "Other" is the automobile management business of Tokyo Vehicle Management Co., Ltd., which is not a reporting segment.

2. The segment income matches operating profit in the consolidated statement of income.

2. Information on impairment loss, goodwill, etc., in non-current assets by reporting segment

None applicable

II For the first half ended September 30, 2023 (April 1, 2023 - September 30, 2023)

1. Information about sales and income (loss) by reporting segment and information on breakdown of revenues

(Unit: Thousands of yen)

	Reporting segments			Other <sup>(Note 1)</sup>	Amount on the consolidated statement of income <sup>(Note 2)</sup>
	Clerical human resources services business	Manufacturing human resource services business	Total		
Net sales					
Dispatch of workers	9,087,854	3,080,911	12,168,766	-	12,168,766
Undertaking of tasks	9,865,517	-	9,865,517	143,758	10,009,275
Dispatch of workers to be employed as full-time employees	16,429	2,956	19,385	-	19,385
Introduction of workers	29,330	8,267	37,597	-	37,597
Revenues from contracts with customers	18,999,130	3,092,135	22,091,266	143,758	22,235,024
To outside customers	18,999,130	3,092,135	22,091,266	143,758	22,235,024
Intersegment sales and transfers	-	-	-	-	-
Total	18,999,130	3,092,135	22,091,266	143,758	22,235,024
Segment income	1,027,681	88,189	1,115,871	20,549	1,136,420

Notes: 1. "Other" is the automobile management business of Tokyo Vehicle Management Co., Ltd., which is not a reporting segment.

2. The segment income matches operating profit in the consolidated statement of income.

2. Information on impairment loss, goodwill, etc., in non-current assets by reporting segment

None applicable

3. Items regarding the change in the reporting segments

As a result of a review of the classification of business segments to more appropriately disclose information on the Group's businesses and management status, we have integrated the former sales human resource services business into the business process outsourcing section of the clerical human resource services business from the beginning of the first quarter of the term ending March 31, 2024.

Segment information presented for the first half ended September 30, 2022 has been presented after applying this new classification.