

# Fact Book

## Financial Highlights

	(millions of yen)					
	2018/2	2019/2	2020/2	2021/2	2022/3	2023/3
	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)
Net sales	16,774	18,624	21,103	30,276	43,100	52,536
Operating income	551	187	692	2,729	4,423	7,609
Ordinary income	608	290	690	2,772	4,441	7,645
Profit attributable to owners of parent	414	170	526	2,053	3,114	5,711
Total assets	5,764	5,917	7,480	11,523	16,543	21,809
Net assets	3,384	3,404	3,840	5,483	8,404	13,526

\*FY 3/22 was a 13-month period due to the change of the fiscal year end.

## Business Segments

	(millions of yen)					
	2018/2	2019/2	2020/2	2021/2	2022/3	2023/3
	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)
Clerical human resource services	14,186	14,753	15,686	25,517	37,124	45,666
Business Process Outsourcing	11,400	8,513	8,463	17,202	27,150	35,718
Customer Relationship Management	1,904	2,870	3,604	3,465	4,210	4,457
Office Services	881	3,369	3,618	4,848	5,762	5,490
Manufacturing human resource services	2,587	3,112	3,194	3,225	4,590	5,483
Sales human resource services	-	492	1,947	1,251	1,065	1,092
Other	-	267	274	282	320	294
Total	16,774	18,624	21,103	30,276	43,100	52,536

\*Careerlink changed segments to 3 parts (Clerical human resource services, Manufacturing human resource services, Sales human resource services) since FY2/19.

\*FY 3/22 was a 13-month period due to the change of the fiscal year end.

## Management Indices

### Profitability

	(%)					
	2018/2	2019/2	2020/2	2021/2	2022/3	2023/3
	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)
Gross profit ratio	18.7	18.0	18.9	21.5	21.9	27.4
Operating income ratio	3.3	1.0	3.3	9.0	10.3	14.5
Ordinary income ratio	3.6	1.6	3.3	9.2	10.3	14.6
Net income ratio	2.5	0.9	2.5	6.8	7.2	10.9

\*Gross profit ratio= gross profit/ net sales x 100

\*Operating income ratio= operating income/ net sales x 100

\*Ordinary income ratio= ordinary income/ net sales x 100

\*Net income ratio= net income/ net sales x 100

### Efficiency

	(times)					
	2018/2	2019/2	2020/2	2021/2	2022/3	2023/3
	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)	(Consolidated)
Total asset turnover	2.8	3.1	3.1	3.2	3.1	2.7
Inventory turnover	512.4	7149.5	168.3	94.6	217.4	7392.1
Fixed assets turnover	23.0	24.0	26.1	33.6	39.0	38.2

\* Total assets turnover= net sales/ total assets

\* Inventory turnover= net sales/ inventory

\* Fixed assets turnover= net sales/ fixed assets

\* The amount of total assets, inventory and fixed assets are an average of the amount at the beginning of the period and the amount at the end of the period, respectively.

**Safety**

(%)

	2018/2 (Consolidated)	2019/2 (Consolidated)	2020/2 (Consolidated)	2021/2 (Consolidated)	2022/3 (Consolidated)	2023/3 (Consolidated)
Shareholders' equity ratio	58.1	56.5	50.3	46.9	50.2	61.5
Liquidity ratio	299.4	260.0	207.4	194.0	207.8	272.0
Fixed assets ratio	21.2	23.9	21.6	18.3	14.6	11.4
Interest coverage ratio (times)	38.3	9.3	389.5	565.1	217.7	—

\* Shareholders' equity ratio= shareholders' equity/ total assets x 100

\* Liquidity ratio= current assets/ current liabilities x 100

\* Fixed assets ratio= fixed assets/ shareholder's equity x 100

\* Interest coverage ratio= cash flows from operating activities/ Interest expenses

**Productivity**

(thousands of yen)

	2018/2 (Consolidated)	2019/2 (Consolidated)	2020/2 (Consolidated)	2021/2 (Consolidated)	2022/3 (Consolidated)	2023/3 (Consolidated)
Net sales per employee	27,231	32,818	37,819	54,017	67,555	65,876
Operating income per employee	895	330	1,240	4,870	6,933	9,541
Net income per employee	672	301	943	3,663	4,882	7,162
Number of employees (persons)	544	591	525	596	680	915

\* Net sales per employee, operating income per employee and net income per employee are calculated using the average number of employees during the period.

**Cash flows**

(millions of yen)

	2018/2 (Consolidated)	2019/2 (Consolidated)	2020/2 (Consolidated)	2021/2 (Consolidated)	2022/3 (Consolidated)	2023/3 (Consolidated)
Cash flows from operating activities	238	50	1,579	2,742	976	△ 1,209
Cash flows from investing activities	△ 26	△ 135	△ 39	△ 47	△ 282	△ 319
Cash flows from financing activities	93	△ 315	△ 307	△ 176	△ 98	△ 405
Free cash flow	212	△ 85	1,540	2,695	694	△ 1,528
Depreciation	77	114	72	74	182	262

\* Free cash flow= cash flows from operating activities + cash flows from investing activities

**Per-share data**

(yen)

	2018/2 (Consolidated)	2019/2 (Consolidated)	2020/2 (Consolidated)	2021/2 (Consolidated)	2022/3 (Consolidated)	2023/3 (Consolidated)
Net income per share	33.16	13.96	42.98	171.95	263.89	483.41
Net assets per share	271.99	272.93	306.81	458.36	703.27	1,130.05
Dividend per share	10.0	10.0	10.0	20.0	40.0	110.0

\* Net income per share= net income/ issued and outstanding

\* Net assets per share= net asset value/ issued and outstanding

**Others**

(%)

	2018/2 (Consolidated)	2019/2 (Consolidated)	2020/2 (Consolidated)	2021/2 (Consolidated)	2022/3 (Consolidated)	2023/3 (Consolidated)
Return on equity (ROE)	12.7	5.1	14.8	44.8	45.4	52.6
Return on assets (ROA)	10.5	5.0	10.3	29.2	31.6	39.9
Dividend payout ratio	33.7	71.6	23.3	11.6	15.2	22.8

\* Return on equity (ROE)= net income/ shareholder's equity x 100

\* Return on assets (ROA)= ordinary income/ total assets x 100

\* Dividend payout ratio= total dividends/ net income x 100

\* Shareholder's equity and total assets are an average of the amount at the beginning of the period and the amount at the end of the period, respectively.