

# Fact Book

キャリアリンク株式会社 (6070)  
CAREERLINK CO., LTD

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■業績ハイライト

Financial Highlights

(単位/Unit : 百万円/Millions of yen)

		2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
売上高	Net Sales	16,774	18,624	21,103	30,276	43,100	52,536	43,791	40,397	44,642
営業利益	Operating Profit	551	187	692	2,729	4,423	7,609	3,279	2,693	3,895
経常利益	Ordinary Profit	608	290	690	2,772	4,441	7,645	3,280	2,700	2,588
親会社に帰属する当期純利益	Profit Attributable to Owners of Parent	414	170	526	2,053	3,114	5,711	2,201	1,829	1,829
総資産	Total Assets	5,764	5,917	7,480	11,523	16,543	21,809	21,209	19,878	22,501
純資産	Net Assets	3,384	3,404	3,840	5,483	8,404	13,526	14,475	14,912	16,013

\*Ordinary profit is a profit measure under Japanese GAAP.

■セグメント情報

Segment Information

(単位/Unit : 百万円/Millions of yen)

【売上高】	【Net Sales】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
事務系人材サービス事業	Clerical human resources	14,186	15,246	17,634	26,768	38,189	46,759	36,682	32,582	35,534
BPO関連事業	Business Process Outsourcing	11,400	9,006	10,411	18,454	28,215	36,811	27,009	23,956	26,715
CRM関連事業	Customer Relationship Management	1,904	2,870	3,604	3,465	4,210	4,457	4,271	3,169	3,587
一般事務事業	Office Services	881	3,369	3,618	4,848	5,762	5,490	5,402	5,455	5,231
製造系人材サービス事業	Manufacturing human resources	2,587	3,112	3,194	3,225	4,590	5,483	6,818	7,531	8,855
その他	Other	-	267	274	282	320	294	290	283	252
合計	Total	16,774	18,624	21,103	30,276	43,100	52,536	43,791	40,397	44,642

(単位/Unit : %)

【売上高比率】	【Sales Ratio】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
事務系人材サービス事業	Clerical human resources	84.6	81.9	83.6	88.4	88.6	89.0	83.8	80.7	79.6
BPO関連事業	Business Process Outsourcing	68.0	48.4	49.3	61.0	65.5	70.1	61.7	59.3	59.8
CRM関連事業	Customer Relationship Management	11.4	15.4	17.1	11.4	9.8	8.5	9.8	7.8	8.0
一般事務事業	Office Services	5.3	18.1	17.1	16.0	13.4	10.4	12.3	13.5	11.7
製造系人材サービス事業	Manufacturing human resources	15.4	16.7	15.1	10.7	10.6	10.4	15.6	18.6	19.8
その他	Other	-	1.4	1.3	0.9	0.7	0.6	0.7	0.7	0.6
合計	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(単位/Unit : %)

【事務系人材サービス事業における売上高比率】	【Sales Ratio of Clerical human resources】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
BPO関連事業	Business Process Outsourcing	80.4	59.1	59.0	68.9	73.9	78.7	73.6	73.5	75.2
CRM関連事業	Customer Relationship Management	13.4	18.8	20.4	12.9	11.0	9.5	11.6	9.7	10.1
一般事務事業	Office Services	6.2	22.1	20.5	18.1	15.1	11.7	14.7	16.7	14.7
事務系人材サービス事業	Clerical human resources	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(単位/Unit : 百万円/Millions of yen)

【セグメント利益】	【Segment Profit】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
事務系人材サービス事業	Clerical human resources	525	140	662	2,633	4,243	7,379	2,980	2,398	3,517
製造系人材サービス事業	Manufacturing human resources	26	44	28	74	156	202	254	256	353
その他	Other	-	2	1	21	23	27	44	38	24

■ 主な経営指標

Key Financial Indicators

(単位/Unit : %)

【収益性】	【Profitability】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
売上高総利益率	Gross Profit Margin	18.7	18.0	18.9	21.5	21.9	27.4	20.8	20.3	22.2
売上高営業利益率	Operating Profit Margin	3.3	1.0	3.3	9.0	10.3	14.5	7.5	6.7	8.7
売上高経常利益率	Ordinary Profit Margin	3.6	1.6	3.3	9.2	10.3	14.6	7.5	6.7	8.8
売上高当期純利益率	Net Profit Margin	2.5	0.9	2.5	6.8	7.2	10.9	5.0	4.5	5.8

(単位/Unit : 回/times)

【効率性】	【Efficiency】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
総資産回転率	Total Asset Turnover	2.9	3.2	3.2	3.2	3.1	2.7	2.0	2.0	2.1
棚卸資産回転率	Inventory Turnover	512.5	7,149.6	168.4	94.6	217.4	7,392.1	3,099.8	3,376.8	6,834.9
固定資産回転率	Fixed Asset Turnover	24.5	24.7	26.2	33.6	39.0	38.2	26.3	23.8	27.6

※総資産、棚卸資産及び固定資産は、期首・期末の平均値で算出

\*Total assets, inventories, and fixed assets are calculated using the average of beginning and ending balances.

(単位/Unit : %)

【安全性】	【Stability】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
自己資本比率	Equity Ratio	58.1	56.5	50.3	46.9	50.2	61.5	67.6	74.2	70.9
流動比率	Current Ratio	299.4	260.0	207.4	194.0	207.8	272.0	330.9	420.1	348.6
固定比率	Fixed Ratio	21.2	23.9	21.6	18.3	14.6	11.4	12.5	10.7	10.3
インタレスト・カバレッジ・レシオ (倍)	Interest Coverage Ratio (times)	38.3	9.3	389.5	565.1	217.7	-	1,321.8	453.0	452.9

(単位/Unit : 千円/thousands of yen)

【生産性】	【Productivity】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
従業員1人当たり売上高	Net Sales per Employee	27,232	32,819	37,820	54,016	67,555	65,876	47,522	44,246	48,816
従業員1人当たり営業利益	Operating Profit per Employee	895	331	1,241	4,869	6,933	9,541	3,559	2,949	4,259
従業員1人当たり当期純利益	Net Profit per Employee	673	315	947	3,663	4,882	7,162	2,389	2,003	2,831
期末従業員数 (人)	Number of Employees at Period End (persons)	544	591	525	596	680	915	928	898	931

※従業員数は、期首・期末の期中平均値で算出

\*The number of employees is calculated using the average of beginning and ending headcount.

(単位/Unit : 百万円/millions of yen)

【キャッシュ・フロー関連】	【Cash Flow-Related Indicators】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
営業活動によるキャッシュ・フロー	Cash Flow from Operating Activities	238	50	1,580	2,742	976	△1,209	6,765	2,710	2,548
投資活動によるキャッシュ・フロー	Cash Flow from Investing Activities	△26	△135	△39	△47	△282	△319	△614	△129	△275
財務活動によるキャッシュ・フロー	Cash Flow from Financing Activities	93	△315	△307	△176	△98	△405	△1,320	△1,785	△1,681
フリーキャッシュ・フロー	Free Cash Flow	211	△85	1,540	2,695	694	△1,528	6,151	2,581	2,273
減価償却費	Depreciation and Amortization	77	114	72	74	182	262	252	226	265

(単位/Unit : 円/yen)

【1株当たり情報】	【Per Share Information】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
1株当たり当期純利益	Net Profit per Share	33.16	13.96	42.98	171.95	263.89	483.41	185.52	154.12	281.00
1株当たり純資産	Net Assets per Share	271.99	272.93	306.81	458.36	703.27	1,130.05	1,207.92	1,242.97	1,343.37
1株当たり配当金	Dividend per Share	10.00	10.00	10.00	20.00	40.00	110.00	120.00	120.00	120.00

(単位/Unit : %)

【その他の投資指標】	【Other Investment Indicators】	2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
自己資本当期純利益率 (ROE)	Return on Equity (ROE)	12.7	5.1	14.8	44.8	45.4	52.6	15.9	12.6	16.9
総資産経常利益率 (ROA)	Return on Assets (ROA)	10.5	5.0	10.3	29.2	31.6	39.9	15.3	13.1	18.5
配当性向	Dividend Payout Ratio	30.2	71.6	23.3	11.6	15.2	22.8	64.7	77.9	55.0

※自己資本及び総資産は、期首・期末の平均値で算出

\*Equity and total assets are calculated using the average of beginning and ending balances.

■ 貸借対照表（連結）

Consolidated Balance Sheets

(単位：千円)  
(thousands of yen)

		2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
<b>資産の部</b>	<b>Assets</b>									
流動資産	Current assets									
現金及び預金	Cash and deposits	3,084,127	2,683,762	3,916,730	6,435,394	7,031,627	5,097,947	9,928,521	10,724,275	11,316,883
受取手形及び売掛金	Notes and accounts receivable - trade, and contract	1,789,535	2,198,763	2,358,451	3,354,766	7,962,411	-	-	-	-
受取手形、売掛金及び契約資産	Notes and accounts receivable - trade, and contract ;	-	-	-	-	-	14,668,409	8,620,110	7,121,580	9,148,244
仕掛品	Work in process	-	-	-	389,385	-	3,712	10,383	1,002	544
貯蔵品	Supplies	-	-	-	2,753	4,422	6,080	8,079	4,462	7,055
未取還付法人税等	Income taxes receivable	15,049	13,148	11,487	221	-	-	-	-	-
その他	Other	117,064	219,595	134,627	351,828	330,644	507,459	847,033	442,111	385,885
貸倒引当金	Allowance for doubtful accounts	△463	△909	△841	△1,199	△2,139	△4,091	△3,013	△4,467	△5,585
流動資産合計	Total current assets	5,055,519	5,117,001	6,668,507	10,533,149	15,326,967	20,279,517	19,411,115	18,288,963	20,853,027
固定資産	Non-current assets									
有形固定資産	Property, plant and equipment									
建物	Buildings	117,072	101,571	102,382	144,704	275,873	376,055	474,026	499,781	421,245
減価償却累計額	Accumulated depreciation	△72,738	△70,143	△74,609	△81,402	△94,838	△186,142	△218,182	△260,571	△187,481
建物（純額）	Buildings, net	44,334	31,427	27,773	63,301	181,034	189,912	255,844	239,210	233,764
車両運搬具	Vehicles	-	15,138	15,138	16,655	18,061	24,367	29,617	29,617	27,190
減価償却累計額	Accumulated depreciation	-	△12,501	△13,605	△13,716	△13,569	△21,450	△27,755	△28,646	△26,175
車両運搬具（純額）	Vehicles, net	-	2,637	1,532	2,938	4,492	2,916	1,861	971	1,014
工具、器具及び備品	Tools, furniture and fixtures	209,465	239,623	244,890	253,059	265,104	336,074	353,141	377,798	476,402
減価償却累計額	Accumulated depreciation	△157,647	△194,343	△215,985	△209,274	△170,423	△229,600	△254,535	△290,144	△355,455
工具、器具及び備品（純額）	Tools, furniture and fixtures, net	51,818	45,280	28,904	43,784	94,680	107,014	98,605	87,653	120,947
有形固定資産合計	Total property, plant and equipment	96,152	79,345	58,210	110,025	280,207	299,843	356,312	327,835	355,726
無形固定資産	Intangible assets	109,676	85,960	55,136	78,143	134,667	107,311	325,375	230,582	63,825
投資その他の資産	Investments and other assets									
投資有価証券	Investment securities	-	93,516	107,427	44,375	59,289	76,436	214,681	222,709	227,463
繰延税金資産	Deferred tax assets	13,576	71,983	103,867	146,486	254,571	425,916	278,218	285,860	415,234
その他	Other	489,135	470,404	487,396	611,671	488,286	620,663	627,581	528,754	592,811
貸倒引当金	Allowance for doubtful accounts	-	△650	-	-	-	-	△3,337	△6,313	△6,313
投資その他の資産合計	Total investments and other assets	502,711	634,892	698,690	802,532	802,147	1,123,016	1,117,143	1,031,009	1,229,195
固定資産合計	Total non-current assets	708,540	800,199	812,037	990,701	1,217,021	1,530,172	1,798,831	1,589,427	1,648,747
資産合計	Total assets	5,764,059	5,917,200	7,480,545	11,523,851	16,543,988	21,809,690	21,209,946	19,878,390	22,501,774
負債の部	Liabilities									
流動負債	Current liabilities									
短期借入金	Short-term borrowings	66,000	84,000	54,000	74,000	36,000	36,000	36,000	36,000	36,000
1年内償還予定の社債	Current portion of bonds payable	57,500	40,000	65,000	50,000	30,000	30,000	20,000	-	-
1年内返済予定の長期借入金	Current portion of long-term borrowings	271,356	257,736	200,224	228,447	284,960	286,704	339,872	253,132	220,032
未払金	Accounts payable - other	857,474	1,104,721	1,467,883	2,332,414	3,329,102	3,682,745	2,964,789	2,267,327	2,549,860
未払費用	Accrued expenses	-	-	-	501,735	839,033	713,463	416,401	377,000	438,693
未払法人税等	Income taxes payable	31,722	46,816	183,756	679,642	1,151,452	1,379,821	99,007	487,402	969,726
未払消費税等	Accrued consumption taxes	-	95,821	651,574	1,325,956	1,216,897	738,792	270,158	369,605	945,758
契約負債	Contract liabilities	-	-	-	-	-	15,681	194,482	79,703	155,917
預り金	Deposits received	-	-	-	-	-	191,281	1,198,503	-	-
賞与引当金	Provision for bonuses	88,449	103,112	105,217	141,044	220,823	313,016	318,909	292,659	378,984
役員賞与引当金	Provision for bonuses for directors (and other	-	-	-	-	-	13,120	-	-	11,670
受注損失引当金	Provision for loss on orders received	-	-	-	-	-	-	-	-	113,783
資産除去債務	Asset retirement obligations	13,788	-	-	-	-	21,310	1,085	16,175	-
その他	Other	302,390	235,537	488,273	96,423	266,079	33,350	6,487	174,188	160,683
流動負債合計	Total current liabilities	1,688,681	1,967,744	3,215,930	5,429,665	7,374,350	7,455,286	5,865,695	4,353,194	5,981,109
固定負債	Non-current liabilities									
社債	Bonds payable	100,000	60,000	140,000	90,000	50,000	20,000	-	-	-
長期借入金	Long-term borrowings	476,176	357,605	157,381	419,987	579,740	693,036	653,164	400,032	275,000
株式給付引当金	Provision for share awards	23,782	16,661	13,668	16,326	19,299	-	-	-	-
退職給付に係る負債	Retirement benefit liability	-	14,438	14,259	4,552	2,987	937	314	-	-
資産除去債務	Asset retirement obligations	44,027	46,142	46,946	52,183	81,098	77,410	158,829	146,357	154,219
その他	Other	46,496	50,321	52,192	28,052	32,008	36,341	56,189	65,905	78,028
固定負債合計	Total non-current liabilities	690,482	545,167	424,448	611,102	765,134	827,725	868,497	612,295	507,248
負債合計	Total liabilities	2,379,163	2,512,912	3,640,378	6,040,768	8,139,485	8,283,011	6,734,193	4,965,490	6,488,357
純資産の部	Net assets									
株主資本	Shareholders' equity									
資本金	Share capital	388,005	388,005	388,005	392,204	397,601	400,567	405,967	412,348	418,318
資本剰余金	Capital surplus	231,718	228,433	228,433	232,633	238,029	241,861	247,261	253,642	281,230
利益剰余金	Retained earnings	2,880,500	2,927,144	3,330,756	5,261,044	8,139,222	13,188,505	14,085,010	14,490,479	15,654,690
自己株式	Treasury shares	△150,736	△184,877	△179,743	△179,743	△478,733	△443,448	△443,771	△443,771	△443,884
株主資本合計	Total shareholders' equity	3,349,488	3,358,706	3,767,452	5,406,846	8,296,120	13,387,485	14,294,474	14,712,698	15,910,354
その他の包括利益累計額	Accumulated other comprehensive income									
その他有価証券評価差額金	Valuation difference on available-for-sale securities	-	△15,503	△7,192	△1,296	7,775	17,107	40,173	43,455	44,375
その他の包括利益累計額合計	Total accumulated other comprehensive income	-	△15,503	△7,192	△1,296	7,775	17,107	40,173	43,455	44,375
新株予約権	Share acquisition rights	16,285	16,285	33,130	24,745	34,265	58,248	59,720	59,103	58,687
非支配株主持分	Non-controlling interests	19,122	44,799	46,776	52,787	66,342	63,836	81,384	97,642	-
純資産合計	Total net assets	3,384,896	3,404,287	3,840,167	5,483,082	8,404,503	13,526,678	14,475,753	14,912,900	16,013,417
負債純資産合計	Total liabilities and net assets	5,764,059	5,917,200	7,480,545	11,523,851	16,543,988	21,809,690	21,209,946	19,878,390	22,501,774

■損益計算書（連結）

Consolidated Statements of Income

(単位：千円)  
(thousands of yen)

		2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
売上高	Net sales	16,774,776	18,624,675	21,103,379	30,276,465	43,100,558	52,536,861	43,791,209	40,397,672	44,642,486
売上原価	Cost of sales	13,634,378	15,273,192	17,119,882	23,761,617	33,644,373	38,125,050	34,662,260	32,198,198	34,720,273
売上総利益	Gross profit	3,140,398	3,351,482	3,983,497	6,514,847	9,456,185	14,411,811	9,128,949	8,199,473	9,922,213
販売費及び一般管理費	Selling, general and administrative expenses	2,588,908	3,163,817	3,291,257	3,785,237	5,032,339	6,802,405	5,849,487	5,506,023	6,027,035
営業利益	Operating profit	551,490	187,664	692,239	2,729,610	4,423,845	7,609,405	3,279,461	2,693,450	3,895,177
営業外収益	Non-operating income									
受取利息	Interest income	511	903	906	781	559	65	259	5,277	21,900
受取配当金	Dividend income	-	1,443	2,051	2,044	1,079	1,273	1,388	1,427	1,828
消費税等差益	Gain on Consumption Taxes	63,940	102,381	-	-	-	-	-	-	-
投資有価証券売却益	Gain on sale of investment securities	-	-	-	30,140	939	-	-	-	-
助成金収入	Subsidy income	-	-	1,458	7,803	20,537	27,931	4,800	-	-
保険解約返戻金	Insurance Surrender Refund	-	-	-	7,570	-	-	-	-	-
移転補償金	Relocation Compensation	-	-	-	-	-	-	4,900	-	-
違約金収入	Penalty Income	-	-	-	-	-	-	2,200	-	-
受取和解金	Settlement income	-	-	-	-	-	13,271	-	-	-
その他	Other	204	2,843	627	1,307	1,091	1,315	359	7,231	3,467
営業外収益合計	Total non-operating income	64,657	108,787	5,042	49,648	24,208	43,857	13,997	13,936	27,196
営業外費用	Non-operating expenses									
支払利息	Interest expenses	5,895	5,511	4,215	4,586	4,231	3,574	4,824	6,289	5,437
投資有価証券売却損	Loss on Sale of Investment Securities	-	-	-	758	-	-	-	-	-
社債発行費償却	Amortization of Bond Issuance Costs	-	-	2,364	-	-	-	-	-	-
支払手数料	Commission Expenses	-	-	-	899	-	-	-	-	-
雑損失	Miscellaneous losses	-	-	-	-	2,179	3,000	1,313	-	-
ESOP信託終了損	Loss on Termination of ESOP Trust	-	-	-	-	-	-	5,541	-	-
その他	Other	2,011	813	476	621	531	944	836	196	1,799
営業外費用合計	Total non-operating expenses	7,906	6,324	7,056	6,867	6,941	7,519	12,515	6,486	7,237
経常利益	Ordinary profit	608,240	290,127	690,225	2,772,391	4,441,111	7,645,743	3,280,944	2,700,899	3,915,136
特別損失	Extraordinary losses									
減損損失	Impairment losses	-	-	-	-	-	-	-	-	117,726
特別損失合計	Total extraordinary losses	-	-	-	-	-	-	-	-	117,726
税金等調整前当期純利益	Profit before income taxes	608,240	290,127	690,225	2,772,391	4,441,111	7,645,743	3,280,944	2,700,899	3,797,410
法人税、住民税及び事業税	Income taxes - current	172,142	112,890	196,950	759,168	1,423,146	2,008,821	914,389	862,572	1,316,057
法人税等調整額	Income taxes - deferred	21,341	△1,335	△35,357	△46,117	△110,579	△89,366	147,693	△7,462	△129,032
法人税等合計	Total income taxes	193,483	111,554	161,592	713,050	1,312,567	1,919,455	1,062,083	855,110	1,187,025
当期純利益	Profit	414,756	178,573	528,632	2,059,340	3,128,544	5,726,288	2,218,861	1,845,789	2,610,384
非支配株主に帰属する当期純利益	Profit attributable to non-controlling interests	475	7,652	1,977	6,010	13,554	14,323	17,547	16,257	21,572
親会社株主に帰属する当期純利益	Profit attributable to owners of parent	414,281	170,920	526,655	2,053,329	3,114,989	5,711,964	2,201,313	1,829,532	2,588,812

■キャッシュ・フロー計算書（連結）

Consolidated Statements of Cash Flows

(単位：千円)

(thousands of yen)

		2018/02	2019/02	2020/02	2021/02	2022/03	2023/03	2024/03	2025/03	2026/03
営業活動によるキャッシュ・フロー	Cash flows from operating activities									
税金等調整前当期純利益	Profit before income taxes	608,240	290,127	690,225	2,772,391	4,441,111	7,645,743	3,280,944	2,700,899	3,797,410
減価償却費	Depreciation	77,739	114,154	72,435	74,889	182,339	262,498	252,917	226,739	265,762
減損損失	Impairment losses	-	-	-	-	-	-	-	-	117,726
貸倒引当金の増減額（△は減少）	Increase (decrease) in allowance for doubtful accounts	△169	1,096	△718	358	939	1,952	2,258	4,430	1,118
賞与引当金の増減額（△は減少）	Increase (decrease) in provision for bonuses	△18,808	△15,612	2,105	35,826	79,778	92,192	5,893	△26,249	86,324
役員賞与引当金の増減額（△は減少）	Increase (decrease) in provision for bonuses for directors (	-	-	-	-	-	-	-	-	11,670
退職給付に係る負債の増減額（△は減少）	Increase (decrease) in retirement benefit liability	-	2,026	△178	△9,706	△1,564	△2,049	△622	△314	-
受注損失引当金の増減額（△は減少）	Increase (decrease) in provision for loss on orders received	-	-	-	-	117,249	△117,249	-	-	113,783
株式給付引当金の増減額（△は減少）	Increase (decrease) in provision for share awards	△2,951	△7,121	△2,992	2,658	2,972	△19,299	-	-	-
受取利息及び受取配当金	Interest and dividend income	△511	△2,346	△2,957	△2,826	△1,639	△1,339	△1,647	△6,704	△23,729
支払利息	Interest expenses	5,895	5,511	4,215	4,586	4,231	3,574	4,824	6,289	5,437
投資有価証券売却損益（△は益）	Loss (gain) on sale of investment securities	-	-	-	△29,381	△939	-	-	-	-
社債発行費償却	Amortization of bond issuance costs	-	-	2,364	-	-	-	-	-	-
売上債権の増減額（△は増加）	Decrease (increase) in trade receivables	292,361	△72,930	△159,688	△996,314	△4,607,645	-	-	-	-
売上債権及び契約資産の増減額（△は増加）	Decrease (increase) in trade receivables and contract asset	-	-	-	-	-	△6,977,687	6,048,298	1,498,530	△2,026,664
棚卸資産の増減額（△は増加）	Decrease (increase) in inventories	60,326	△71	△245,411	△144,086	387,717	△5,371	△8,669	12,999	△2,135
前受金の増減額（△は減少）	Increase (decrease) in advances received	-	-	258,382	△257,027	-	1,569	△2,292	△530	6,184
未払金の増減額（△は減少）	Increase (decrease) in accounts payable - other	△108,776	△60,233	361,135	797,271	1,030,664	312,023	△655,108	△692,275	257,031
未払費用の増減額（△は減少）	Increase (decrease) in accrued expenses	-	-	△5,677	303,473	337,298	△125,570	△297,061	△39,400	61,692
未払消費税等の増減額（△は減少）	Increase (decrease) in accrued consumption taxes	△277,759	△26,834	555,752	674,382	△109,058	△478,105	△468,633	99,446	576,153
預り金の増減額（△は減少）	Increase (decrease) in deposits received	-	-	-	-	-	49,822	1,007,222	△1,030,111	△19,364
契約負債の増減額（△は減少）	Increase (decrease) in contract liabilities	-	-	-	-	-	15,681	178,801	114,779	76,214
その他	Other, net	△10,276	△108,890	118,214	△204,463	118,043	△25,557	△293,737	397,316	87,198
小計	Subtotal	625,309	124,876	1,664,050	3,022,107	1,981,497	583,006	9,053,386	3,036,286	3,391,813
利息及び配当金の受取額	Interest and dividends received	511	2,346	2,957	2,826	1,639	1,339	1,647	6,704	23,729
利息の支払額	Interest paid	△6,231	△5,417	△4,057	△4,854	△4,483	△3,989	△5,118	△5,982	△5,626
法人税等の支払額	Income taxes paid	△381,151	△113,756	△93,934	△290,472	△1,001,986	△1,791,777	△2,292,471	△535,851	△861,116
法人税等の還付額	Income taxes refund	-	42,291	11,334	14,103	221	2,060	8,438	209,561	133
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating activities	238,438	50,339	1,580,350	2,743,709	976,887	△1,209,361	6,765,882	2,710,718	2,548,932
投資活動によるキャッシュ・フロー	Cash flows from investing activities									
投資有価証券の取得による支出	Purchase of investment securities	-	△73,445	△2,584	△3,044	△2,843	△2,878	△102,975	△3,008	△3,348
投資有価証券の売却による収入	Proceeds from sale of investment securities	-	-	-	104,872	1,550	-	-	-	-
有形固定資産の取得による支出	Purchase of property, plant and equipment	△9,561	△21,773	△7,215	△50,813	△276,461	△138,165	△131,117	△63,722	△181,176
無形固定資産の取得による支出	Purchase of intangible assets	△13,436	△17,075	△12,351	△26,661	△135,245	△56,857	△379,970	△35,353	△13,829
資産除去債務の履行による支出	Payments for asset retirement obligations	-	△13,283	△672	-	△3,282	△12,142	△21,310	△11,546	△35,751
敷金及び保証金の差入による支出	Payments of leasehold and guarantee deposits	△4,500	△37,806	△18,817	△197,333	△133,050	△167,416	△41,803	△49,988	△127,979
敷金及び保証金の返還による収入	Proceeds from lease and guarantee deposits	2,614	92,440	3,329	3,265	166,277	58,141	62,435	34,524	86,426
その他	Other, net	△1,892	△1,158	△1,434	-	-	-	△681	372	-
投資活動によるキャッシュ・フロー	Net cash provided by (used in) investing activities	△26,776	△135,612	△39,746	△48,004	△282,055	△319,318	△614,741	△129,775	△275,286
財務活動によるキャッシュ・フロー	Cash flows from financing activities									
短期借入金の純増減額（△は減少）	Net increase (decrease) in short-term borrowings	-	18,000	△30,000	20,000	△38,000	-	-	-	-
長期借入れによる収入	Proceeds from long-term borrowings	700,000	150,000	-	600,000	500,000	400,000	300,000	-	100,000
長期借入金の返済による支出	Repayments of long-term borrowings	△292,708	△282,191	△257,736	△309,171	△283,734	△284,960	△286,704	△339,872	△258,132
社債の発行による収入	Proceeds from issuance of bonds	49,395	-	147,635	-	-	-	-	-	-
社債の償還による支出	Redemption of bonds	△122,000	△57,500	△45,000	△65,000	△60,000	△30,000	△30,000	△20,000	-
自己株式の取得による支出	Purchase of treasury shares	△130,018	△105,121	-	△299,971	-	△191	△315	△7	△112
自己株式の処分による収入	Proceeds from disposal of treasury shares	-	-	906	604	151	-	-	-	-
新株予約権の発行による収入	Proceeds from issuance of share acquisition rights	-	-	-	-	20,300	-	-	-	-
配当金の支払額	Dividends paid	△125,669	△123,673	△122,633	△122,962	△236,937	△473,594	△1,303,440	△1,425,294	△1,425,201
連結の範囲の変更を伴わない子会社株式の取得による支出	Purchase of shares of subsidiaries not resulting in change in scope of consolidation	-	-	-	-	-	△15,962	-	-	△97,596
その他	Other, net	△1,017	△435	△808	△539	△378	△291	△106	△15	5
財務活動によるキャッシュ・フロー	Net cash provided by (used in) financing activities	93,981	△315,092	△307,635	△177,041	△98,598	△405,000	△1,320,566	△1,785,189	△1,681,037
現金及び現金同等物の増減額（△は減少）	Net increase (decrease) in cash and cash equivalents	305,643	△400,365	1,232,967	2,518,663	596,233	△1,933,680	4,830,574	795,753	592,608
現金及び現金同等物の期首残高	Cash and cash equivalents at beginning of period	2,778,484	3,084,127	2,683,762	3,916,730	6,435,394	7,031,627	5,097,947	9,928,521	10,724,275
現金及び現金同等物の期末残高	Cash and cash equivalents at end of period	3,084,127	2,683,762	3,916,730	6,435,394	7,031,627	5,097,947	9,928,521	10,724,275	11,316,883