



2019年3月期 第3四半期 ファクトブック

Factbook (Fiscal year 2019, 3rd Quarter)

パーソルホールディングス株式会社
PERSOL HOLDINGS CO., LTD.

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This factbook is only for better understanding. Please note that numbers and indexes in this book are not audited

主要指標
Main indicators

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3*	2017/3	2018/3
連結損益計算書	Consolidated profit and loss statement									
売上高	Net sales	224,613	225,273	233,195	247,232	362,489	401,056	517,597	591,995	722,183
売上高成長率	Net sales growth ratio	-8.3%	+0.3%	+3.5%	+6.0%	+46.6%	+10.6%	+29.1%	+14.4%	+22.0%
売上総利益	Gross profit	37,776	35,698	36,769	39,464	85,341	96,524	122,647	142,806	167,438
売上総利益率	Gross profit ratio	16.8%	15.8%	15.8%	16.0%	23.5%	24.1%	23.7%	24.1%	23.2%
EBITDA	EBITDA	8,113	7,562	10,069	11,240	24,951	29,471	36,408	43,433	48,026
EBITDAマージン	EBITDA margin	3.6%	3.4%	4.3%	4.5%	6.9%	7.3%	7.0%	7.3%	6.7%
営業利益	Operating income	6,253	5,666	8,115	9,832	18,597	23,470	28,052	33,409	36,068
営業利益率	Operating income ratio	2.8%	2.5%	3.5%	4.0%	5.1%	5.9%	5.4%	5.6%	5.0%
経常利益	Ordinary income	6,644	6,149	8,379	10,102	18,470	23,769	28,190	34,136	35,108
経常利益率	Ordinary income ratio	3.0%	2.7%	3.6%	4.1%	5.1%	5.9%	5.4%	5.8%	4.9%
親会社株主帰属当期純利益	Profit attributable to owners of parent	2,950	2,410	3,482	5,888	9,857	13,424	17,356	17,820	7,769
売上高当期純利益率*	Net income ratio	1.3%	1.1%	1.5%	2.4%	2.7%	3.3%	3.4%	3.0%	1.1%
包括利益	Comprehensive income	3,076	2,825	3,131	7,141	10,543	13,508	18,558	19,550	11,796
連結貸借対照表	Consolidated balance sheet									
総資産	Total assets	75,912	79,336	86,529	97,592	177,433	228,663	236,238	268,364	403,465
純資産	Net assets	48,317	50,320	52,266	64,455	89,803	103,969	133,501	153,816	159,992
流動資産	Current assets	61,644	63,124	72,499	80,606	87,463	130,696	130,611	165,240	235,492
流動負債	Current liabilities	20,094	21,224	31,498	29,178	44,154	86,569	67,482	87,913	217,106
流動比率	Current assets ratio	306.8%	297.4%	230.2%	276.3%	198.1%	151.0%	193.5%	188.0%	108.5%
固定比率	Fixed assets ratio	31.1%	33.9%	21.3%	27.4%	103.4%	99.4%	83.0%	74.1%	115.4%
株主資本	Shareholders' equity	45,778	47,495	50,898	60,830	85,380	96,938	125,382	136,725	139,066
設備投資額	Capital investment	211	266	504	927	3,174	2,193	4,631	7,481	6,842
連結キャッシュ・フロー計算書	Consolidated statements of cash flows									
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating	3,120	8,131	10,169	7,787	10,863	28,894	13,279	39,617	35,003
投資活動によるキャッシュ・フロー	Net cash provided by (used in) investing	-1,198	-4,188	-972	-964	-51,306	-13,529	-15,065	-9,708	-66,732
財務活動によるキャッシュ・フロー	Net cash provided by (used in) financing	-2,551	-1,055	-2,229	-1,018	32,294	8,937	-7,213	-11,655	50,186
現金及び現金同等物の期末残高	Cash and cash equivalents at end of period	28,114	30,970	37,922	43,824	35,957	60,205	51,138	69,382	89,566
株式関連指標	Dividend									
一株あたり配当 (円)	Dividend per Share (Yen)	12	12	14	18	24	32	13	17	19
配当性向	Dividend ratio	26.2%	28.8%	23.6%	18.6%	16.9%	17.4%	17.2%	22.4%	57.1%
配当総額	Total amount of dividend	693	740	827	1,133	1,754	2,340	3,046	3,985	4,443
PER：株価収益率	PER：Price Earning Ratio	16.5	17.9	13.1	16.8	19.3	22.7	21.5	27.3	93.0
BPS：1株当たり純資産額 (円)	BPS：Book-value Per Share (Yen)	792.53	826.55	864.54	951.75	1189.88	1347.10	542.45	594.95	623.90
EPS：1株当たり当期純利益 (円)	EPS：Earning Per Share (Yen)	45.87	41.69	59.43	96.68	142.07	183.63	75.76	75.94	33.28
EPS：潜在株式調整後	EPS (diluted)	45.49	37.57	53.63	90.53	136.38	171.07	73.73	75.77	33.27
その他の指標	Others									
ROE：自己資本当期純利益率	ROE：Return On Equity	6.2%	5.2%	7.1%	10.5%	13.2%	14.5%	15.4%	13.4%	5.5%
ROA：総資産当期純利益率	ROA：Return On Assets	3.9%	3.1%	4.2%	6.4%	7.2%	6.6%	7.9%	7.6%	2.2%
自己資本比率	Capital to asset ratio	60.4%	60.2%	58.7%	63.4%	49.0%	43.1%	53.8%	51.8%	36.1%
従業員数 (人)	Full-time employees	5,043	5,108	5,061	5,970	10,629	12,587	16,542	16,452	22,143
外、平均臨時雇用者数 (人)	Contingent employees (annual average)	2,441	4,842	6,076	7,669	11,688	13,319	21,401	16,202	15,669

*2015年10月29日付で普通株式1株を3株へ株式分割しております。株式関連指標は、2016年3月期の期首に分割が行われた仮定で算出しております。

*The company conducted a 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Accordingly, the amount of net income per share is calculated based on the assumption that the share split was conducted at the beginning of the previous fiscal year (FY2015).

*売上高当期純利益率＝親会社株主帰属当期純利益÷売上高 / Net income ratio＝Profit attributable to owners of parent÷Sales

*Kelly Services (Singapore) Pte. Ltd. の株式の51%を取得したことにより、非支配株主持分が増加したため、ROAの計算方法を次のように変更しております。（「総資産当期純利益 (ROA)＝当期純利益/期中平均総資産」）。2016年3月期以前のROAについては新基準で算出しております。

*We changed the ROA calculation due to the increase of "Non-controlling interests" by the acquisition of 51% of Kelly Services (Singapore) Pte. Ltd.'s stock as follows: ROA＝Profit / average total assets in a fiscal year. The calculation of ROA before 2016 is revised in accordance with it.

連結損益計算書（累計）
Consolidated profit and loss statement (annual)

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3	2018/3
売上高	Net sales	224,613	225,273	233,195	247,232	362,489	401,056	517,597	591,995	722,183
売上原価	Cost of sales	186,836	189,574	196,426	207,768	277,147	304,531	394,949	449,188	554,745
売上総利益	Gross profit	37,776	35,698	36,769	39,464	85,341	96,524	122,647	142,806	167,438
販売費及び一般管理費	Selling, general and administrative expenses	31,523	30,032	28,654	29,631	66,743	73,054	94,594	109,397	131,369
従業員給料手当及び賞与	Employee salary and bonuses	14,933	13,833	13,221	13,952	29,903	32,660	41,231	46,563	56,162
賞与引当金繰入額	Provisions of reserve for bonuses for employee	1,703	1,638	1,556	1,656	3,063	3,548	4,561	4,740	5,291
役員賞与引当金繰入額	provisions of reserve for bonuses for officers	57	78	82	87	121	115	140	174	6
株式給付引当金繰入額	Provision of reserve for share benefit	-	-	-	-	-	-	-	-	128
役員株式給付引当金繰入額	Provision of reserve for director share benefits	-	-	-	-	-	-	-	-	117
退職給付費用	Retirement benefit cost	510	469	467	503	517	576	838	816	874
賃借料	Rent	3,596	3,407	3,109	3,124	5,293	5,624	7,384	8,155	9,371
貸倒引当金繰入額	Provision of allowance for doubtful accounts	5	-	18	19	18	15	-	141	-
EBITDA	EBITDA	8,113	7,562	10,069	11,240	24,951	29,471	36,408	43,433	48,026
営業利益	Operating income	6,253	5,666	8,115	9,832	18,597	23,470	28,052	33,409	36,068
営業外収益	Non-operating income	430	532	303	286	413	436	549	955	1,028
営業外費用	Non-operating expenses	38	49	38	15	540	136	411	229	1,988
支払利息	Interest expenses	18	22	9	5	346	106	148	154	356
経常利益	Ordinary income	6,644	6,149	8,379	10,102	18,470	23,769	28,190	34,136	35,108
特別利益	Extraordinary income	91	18	54	26	86	290	1,209	1,062	103
特別損失	Extraordinary loss	685	670	485	109	1,254	1,343	417	4,998	14,633
税金等調整前当期純利益	Income before income taxes and minority interests	6,051	5,496	7,948	10,019	17,302	22,716	28,982	30,200	20,578
法人税等合計	Total income taxes	3,057	2,920	4,375	4,114	7,487	9,359	10,671	11,119	13,152
非支配株主に帰属する当期純利益	Minority interests in income	43	165	90	17	-42	-67	954	1,260	-343
親会社株主帰属当期純利益	Profit attributable to owners of parent	2,950	2,410	3,482	5,888	9,857	13,424	17,356	17,820	7,769

連結損益計算書（四半期）
Consolidated profit and loss statement (quarter)

累計 (百万円)	Cumulative total (Million Yen)	2014/3				2015/3				2016/3				2017/3				2018/3				2019/3			
		1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
売上高	Net sales	86,091	174,420	266,099	362,489	95,767	192,273	291,876	401,056	119,173	246,106	375,826	517,597	137,404	276,790	429,560	591,995	161,897	324,780	495,085	722,183	225,929	452,260	685,231	
売上原価	Cost of sales	66,006	133,785	204,032	277,147	72,433	146,231	221,814	304,531	90,646	187,900	286,275	394,949	103,031	208,786	324,764	449,188	122,278	247,356	376,761	554,745	175,325	353,088	533,979	
売上総利益	Gross profit	20,085	40,634	62,066	85,341	23,333	46,042	70,061	96,524	28,527	58,206	89,550	122,647	34,372	68,003	104,795	142,806	39,619	77,424	118,323	167,438	50,604	99,172	151,252	
販売費及び一般管理費	Selling, general and administrative expenses	16,176	33,128	49,552	66,743	17,719	35,808	53,850	73,054	21,965	44,908	68,657	94,594	25,115	51,342	79,507	109,397	30,505	61,407	92,424	131,369	39,073	78,718	119,178	
従業員給料手当及び賞与	Employee salary and bonuses	6,667	13,408	22,940	29,903	7,263	14,652	25,013	32,660	8,874	18,156	31,441	41,231	9,979	20,146	35,081	46,356	11,849	24,051	40,521	56,162	15,821	31,800	52,680	
賞与引当金繰入額	Provisions of reserve for bonuses for employee	1,382	2,795	1,459	3,063	1,493	2,954	1,703	3,548	1,997	4,070	2,128	4,561	2,231	4,319	2,581	4,740	2,465	4,786	2,815	5,291	2,487	5,236	3,151	
役員賞与引当金繰入額	Provisions of reserve for bonuses for officers	28	58	89	121	30	59	83	115	31	63	98	140	28	73	112	174	4	3	2	6	7	13	28	
株式給付引当金繰入額	Provision of reserve for share benefit	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63	96	128	36	72	109	
役員株式給付引当金繰入額	Provision of reserve for director share benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	39	75	117	36	78	114	
退職給付費用	Retirement benefit cost	129	264	386	517	127	277	408	576	193	410	611	838	200	397	592	816	129	331	534	874	346	761	1,121	
賃借料	Rent	1,328	2,665	3,963	5,293	1,459	2,829	4,411	5,624	1,771	3,565	5,461	7,384	1,996	3,974	6,049	8,155	2,272	4,535	6,788	9,371	2,619	5,304	8,076	
貸倒引当金繰入額	Provision of allowance for doubtful accounts	-	-	2	18	6	16	13	15	6	-	-	-	1	-	48	141	-	-	-	-	4	23	2	
EBITDA	EBITDA	5,472	10,686	17,287	24,951	7,151	13,281	20,749	29,471	8,471	17,237	26,917	36,408	11,522	21,570	32,707	43,433	11,572	21,048	33,648	48,026	15,401	28,196	43,730	
営業利益	Operating income	3,909	7,506	12,514	18,597	5,614	10,234	16,211	23,470	6,561	13,298	20,892	28,052	9,257	16,660	25,287	33,409	9,114	16,017	25,899	36,068	11,530	20,453	32,074	
営業外収益	Non-operating income	138	206	330	413	101	269	315	436	89	252	328	549	276	392	589	955	411	733	796	1,028	325	874	999	
営業外費用	Non-operating expenses	114	280	354	540	50	79	102	136	73	195	288	411	58	107	168	229	54	82	591	1,988	637	667	880	
支払利息	Interest expenses	110	221	284	346	29	57	82	106	34	70	102	148	34	66	117	154	30	53	111	356	244	464	664	
経常利益	Ordinary income	3,933	7,433	12,490	18,470	5,665	10,424	16,424	23,769	6,578	13,355	20,932	28,190	9,475	16,945	25,708	34,136	9,471	16,668	26,104	35,108	11,219	20,660	32,193	
特別利益	Extraordinary income	7	20	23	86	9	161	201	290	618	648	752	1,209	187	187	1,062	-	42	68	103	65	135	268		
特別損失	Extraordinary loss	1	0	73	1,254	-	452	1,077	1,343	24	24	372	417	0	629	629	4,998	278	314	5,891	14,633	18	37	204	
税金等調整前当期純利益	Income before income taxes and minority interests	3,939	7,452	12,440	17,302	5,675	10,133	15,547	22,716	7,171	13,979	21,312	28,982	9,662	16,503	25,266	30,200	9,192	16,395	20,281	20,578	11,267	20,758	32,257	
法人税等合計	Total income taxes	2,029	4,007	5,923	7,487	2,289	4,395	6,821	9,359	2,781	5,334	7,871	10,671	3,196	6,033	9,265	11,119	3,612	6,578	10,384	13,152	4,305	7,758	11,965	
非支配株主に帰属する当期純利益	Minority interests in income	-72	-74	-52	-42	-64	7	34	-67	200	539	771	954	256	604	975	1,260	154	593	-975	-343	329	1,012	1,553	
親会社株主帰属当期純利益	Profit attributable to owners of parent	1,982	3,520	6,569	9,857	3,450	5,730	8,692	13,424	4,190	8,104	12,669	17,356	6,209	9,865	15,024	17,820	5,425	9,223	10,872	7,769	6,631	11,987	18,738	
四半期毎 (百万円)	3 months total (Million Yen)	2014/3				2015/3				2016/3				2017/3				2018/3				2019/3			
		1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
売上高	Net sales	86,091	88,328	91,679	96,389	95,767	96,505	99,602	109,180	119,173	126,932	129,719	141,771	137,404	139,386	152,769	162,435	161,897	162,883	170,304	227,097	225,929	226,330	232,971	
売上原価	Cost of sales	66,006	67,779	70,246	73,115	72,433	73,797	75,583	82,716	90,646	97,253	98,375	108,674	103,031	105,755	115,977	124,424	122,278	125,078	129,405	177,983	175,325	177,763	180,891	
売上総利益	Gross profit	20,085	20,548	21,432	23,274	23,333	22,708	24,019	26,463	28,527	29,679	31,344	33,097	34,372	33,631	36,791	38,011	39,619	37,805	40,899	49,114	50,604	48,567	52,080	
販売費及び一般管理費	Selling, general and administrative expenses	16,176	16,951	16,423	17,191	17,719	18,088	18,042	19,204	21,965	22,942	23,749	25,936	25,115	26,227	28,164	29,889	30,505	30,901	31,017	38,945	39,073	39,645	40,459	
従業員給料手当及び賞与	Employee salary and bonuses	6,667	6,740	9,532	6,963	7,263	7,388	10,360	7,647	8,874	9,282	13,284	9,789	9,979	10,166	14,935	11,274	11,849	12,201	16,470	15,640	15,821	15,978	20,880	
賞与引当金繰入額	Provisions of reserve for bonuses for employee	1,382	1,412	-1,335	1,603	1,493	1,461	-1,251	1,845	1,997	2,072	-1,941	2,433	2,231	2,087	-1,737	2,158	2,465	2,321	-1,971	2,476	2,487	2,748	-2,084	
役員賞与引当金繰入額	Provisions of reserve for bonuses for officers	28	30	31	31	30	29	23	31	31	32	34	42	28	45	38	61	4	-1	0	3	7	5	15	
株式給付引当金繰入額	Provision of stock benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63	32	32	36	37	
役員株式給付引当金繰入額	Provision for directors' stock benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	39	36	42	36	42	35
退職給付費用	Retirement benefit cost	129	135	121	131	127	150	130	168	193	217	200	227	200	197	194	223	129	201	203	340	346	414	360	
賃借料	Rent	1,328	1,337	1,297	1,330	1,459	1,370	1,582	1,213	1,771	1,794	1,895	1,923	1,996	1,978	2,075	2,105	2,272	2,262	2,253	2,583	2,619	2,685	2,771	
貸倒引当金繰入額	Provision of allowance for doubtful accounts	-	-	2	15	6	9	-3	1	0	-	3	1	-6	53	92	-104	3	-37	-107	4	19	-21	-53	
EBITDA	EBITDA	5,472	5,213	6,601	7,663	7,151	6,129	7,468	8,722	8,471	8,765	9,680	9,490	11,522	10,047	11,137	10,725	11,572	9,476	12,600	14,377	15,401	12,795	15,533	
営業利益	Operating income	3,909	3,597	5,008	6,082	5,614	4,620	5,977	7,258	6,561	6,737	7,594	7,160	9,257	7,403	8,626	8,122	9,114	6,903	9,881	10,169	11,530	8,922	11,620	
営業外収益	Non-operating income	138	68	123	82	101	167	46	120	89	162	76	220	276	116	197	366	411	322	63	231	325	548	125	
営業外費用	Non-operating expenses	114	165	73	186	50	29	23	34	73	121	93	123	58	49	60	60	54	28	508	1,397	637	29	212	
支払利息	Interest expenses	110	110	63	61	29	27	25	23	34	35	31	46	34	32	50	36	30	22	58	244	244	219	200	
経常利益	Ordinary income	3,933	3,499	5,057	5,979	5,665	4,758	6,000	7,344	6,578	6,777	7,577	7,257	9,475	7,470	8,762	8,428	9,471	7,196	9,436	9,003	11,219	9,441	11,533	
特別利益	Extraordinary income	7	13	3	62	9	152	39	89	618	30	103	457	187	0	0	874	0	42	25	35	65	69	133	
特別損失	Extraordinary loss	1	-0	73	1,180	-	452	625	265	24	0	347	45	0	629	0	4,368	278	36	5,577	8,741	18	18	167	
税金等調整前当期純利益	Income before income taxes and minority interests	3,939	3,513	4,988	4,861	5,675	4,458	5,414	7,169	7,171	6,807	7,333	7,670	9,662	6,840	8,762	4,934	9,192	7,202	3,885	297	11,267			

セグメント別四半期業績推移(2018/3~)
Consolidated profit and loss statement (by segment, quarter)

(百万円)	(Million Yen)	2017/3					2018/3					2019/3				
		1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL
派遣・BPOセグメント		Temporary staffing・BPO														
売上高	Net sales	106,349	108,153	110,881	115,294	440,678	117,397	118,091	123,773	121,808	481,071	124,940	123,568	129,927		
EBITDA	EBITDA	5,851	5,586	6,241	6,130	23,808	6,663	5,591	7,178	6,156	25,590	7,835	5,165	7,849		
EBITDAマージン	EBITDA Margin	5.5%	5.2%	5.6%	5.3%	5.4%	5.7%	4.7%	5.8%	5.1%	5.3%	6.3%	4.2%	6.0%		
営業利益	Operating income	5,140	4,791	5,490	5,324	20,747	5,927	4,749	6,231	5,214	22,122	6,897	4,213	6,904		
営業利益率	OP Margin	4.8%	4.4%	5.0%	4.6%	4.7%	5.0%	4.0%	5.0%	4.3%	4.6%	5.5%	3.4%	5.3%		
リクルーティングセグメント		Recruiting														
売上高	Net sales	16,186	15,806	15,790	18,350	66,134	18,238	17,097	17,400	20,104	72,841	20,738	20,303	21,207		
EBITDA	EBITDA	3,780	2,972	2,850	3,590	13,194	3,889	2,502	3,062	4,819	14,274	4,915	4,024	3,920		
EBITDAマージン	EBITDA Margin	23.4%	18.8%	18.1%	19.6%	20.0%	21.3%	14.6%	17.6%	24.0%	19.6%	23.7%	19.8%	18.5%		
営業利益	Operating income	2,932	1,805	1,959	2,665	9,363	3,058	1,646	2,184	3,920	10,810	4,222	3,337	3,210		
営業利益率	OP Margin	18.1%	11.4%	12.4%	14.5%	14.2%	16.8%	9.6%	12.6%	19.5%	14.8%	20.4%	16.4%	15.1%		
PROGRAMMEDセグメント		PROGRAMMED														
売上高	Net sales	-	-	-	-	-	-	-	-	54,512	54,512	51,495	50,968	48,866		
EBITDA	EBITDA	-	-	-	-	-	-	-	-804	1,858	1,054	1,752	1,443	1,463		
EBITDAマージン	EBITDA Margin	-	-	-	-	-	-	-	-	3.4%	1.9%	3.4%	2.8%	3.0%		
営業利益	Operating income	-	-	-	-	-	-	-	-804	296	-507	234	-16	18		
営業利益率	OP Margin	-	-	-	-	-	-	-	-	0.5%	-0.9%	0.5%	0.0%	0.0%		
PERSOLKELLYセグメント		PERSOLKELLY														
売上高	Net sales	3,710	3,696	14,205	15,495	37,108	15,581	16,210	16,660	17,322	65,774	17,254	18,867	19,372		
EBITDA	EBITDA	-17	46	188	106	323	104	341	348	299	1,094	106	614	479		
EBITDAマージン	EBITDA Margin	-0.5%	1.3%	1.3%	0.7%	0.9%	0.7%	2.1%	2.1%	1.7%	1.7%	0.6%	3.3%	2.5%		
営業利益	Operating income	-247	-174	-164	-281	-868	-261	-23	-28	124	-190	-76	433	290		
営業利益率	OP Margin	-6.7%	-4.7%	-1.2%	-1.8%	-2.3%	-1.7%	-0.1%	-0.2%	0.7%	-0.3%	-0.4%	2.3%	1.5%		
ITOセグメント		ITO														
売上高	Net sales	5,769	7,081	5,959	7,835	26,646	6,182	7,349	7,472	7,983	28,988	7,181	8,191	8,496		
EBITDA	EBITDA	514	499	724	1,008	2,747	290	526	1,014	1,099	2,930	103	712	615		
EBITDAマージン	EBITDA Margin	8.9%	7.0%	12.2%	12.9%	10.3%	4.7%	7.2%	13.6%	13.8%	10.1%	1.4%	8.7%	7.2%		
営業利益	Operating income	355	332	560	846	2,095	116	367	851	928	2,263	-65	521	388		
営業利益率	OP Margin	6.2%	4.7%	9.4%	10.8%	7.9%	1.9%	5.0%	11.4%	11.6%	7.8%	-0.9%	6.4%	4.6%		
エンジニアリングセグメント		Engineering														
売上高	Net sales	5,973	6,571	6,688	7,434	26,668	6,368	6,693	7,091	7,641	27,795	6,439	7,211	7,720		
EBITDA	EBITDA	520	763	531	723	2,539	339	670	900	1,072	2,982	288	885	1,092		
EBITDAマージン	EBITDA Margin	8.7%	11.6%	8.0%	9.7%	9.5%	5.3%	10.0%	12.7%	14.0%	10.7%	4.5%	12.3%	14.2%		
営業利益	Operating income	378	627	390	582	1,979	191	517	742	914	2,365	146	732	938		
営業利益率	OP Margin	6.3%	9.5%	5.8%	7.8%	7.4%	3.0%	7.7%	10.5%	12.0%	8.5%	2.3%	10.2%	12.2%		
その他の事業		Other businesses														
売上高	Net sales	1,655	1,619	1,722	1,760	6,756	935	1,040	1,146	1,216	4,339	1,418	1,199	1,600		
EBITDA	EBITDA	148	41	122	-68	243	-9	-56	-22	-165	-254	101	-186	-31		
EBITDAマージン	EBITDA Margin	9.0%	2.5%	7.1%	-3.9%	3.6%	-1.0%	-5.4%	-2.0%	-13.6%	-5.9%	7.2%	-15.6%	-2.0%		
営業利益	Operating income	136	26	108	-82	188	-25	-73	-40	-183	-322	84	-206	-52		
営業利益率	OP Margin	8.2%	1.6%	6.3%	-4.7%	2.8%	-2.7%	-7.0%	-3.5%	-15.1%	-7.4%	5.9%	-17.2%	-3.3%		
調整額		Adjustment														
売上高	Net sales	-2,240	-3,542	-2,478	-3,735	-11,997	-2,806	-3,600	-3,241	-3,491	-13,140	-3,539	-3,980	-4,220		
EBITDA	EBITDA	723	138	478	-764	576	294	-99	923	-764	353	297	137	143		
EBITDAマージン	EBITDA Margin	-	-	-	-	-	-	-	-	-	-	-	-	-		
営業利益	Operating income	561	-5	280	-932	-96	107	-280	745	-1,045	-472	87	-93	-77		
営業利益率	OP Margin	-	-	-	-	-	-	-	-	-	-	-	-	-		
合計		Total														
売上高	Net sales	137,404	139,386	152,769	162,435	591,995	161,897	162,883	170,304	227,097	722,183	225,929	226,330	232,971		
EBITDA	EBITDA	11,522	10,047	11,137	10,725	43,433	11,572	9,476	12,600	14,377	48,026	15,401	12,795	15,533		
EBITDAマージン	EBITDA Margin	8.4%	7.2%	7.3%	6.6%	7.3%	7.1%	5.8%	7.4%	6.3%	6.7%	6.8%	5.7%	6.7%		
営業利益	Operating income	9,257	7,403	8,626	8,122	33,409	9,114	6,903	9,881	10,169	36,068	11,530	8,922	11,620		
営業利益率	OP Margin	6.7%	5.3%	5.6%	5.0%	5.6%	5.6%	4.2%	5.8%	4.5%	5.0%	5.1%	3.9%	5.0%		

※ 2018年3月期からセグメント体制を変更しております。2017年3月期は変更後のセグメント区分に組み替えております。

セグメント別四半期業績推移(2016/3～)
Consolidated profit and loss statement (by segment, quarter)

(百万円)	(Million Yen)	2014/3					2015/3					2016/3					2017/3				
		1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL
派遣・BPOセグメント	Temporary staffing・BPO																				
売上高	Net sales	-	-	-	-	-	71,588	72,121	74,518	77,744	295,973	93,315	99,530	102,164	106,844	401,854	106,349	108,153	110,881	115,294	440,678
EBITDA	EBITDA	-	-	-	-	-	3,552	3,268	4,289	4,242	15,353	5,401	4,251	5,131	5,433	20,217	5,851	5,586	6,241	6,130	23,808
EBITDAマージン	EBITDA Margin	-	-	-	-	-	5.0%	4.5%	5.8%	5.5%	5.2%	5.8%	4.3%	5.0%	5.1%	5.0%	5.5%	5.2%	5.6%	5.3%	5.4%
営業利益	Operating income	-	-	-	-	-	3,140	2,920	3,953	3,947	13,962	4,796	3,440	4,481	4,741	17,459	5,140	4,791	5,490	5,324	20,747
営業利益率	OP Margin	-	-	-	-	-	4.4%	4.0%	5.3%	5.1%	4.7%	5.1%	3.5%	4.4%	4.4%	4.3%	4.8%	4.4%	5.0%	4.6%	4.7%
ITOセグメント	ITO																				
売上高	Net sales	-	-	-	-	-	5,209	5,451	5,352	6,445	22,459	5,623	5,585	5,977	7,515	24,701	5,769	7,081	5,959	7,835	26,646
EBITDA	EBITDA	-	-	-	-	-	499	599	421	961	2,482	290	634	700	990	2,615	514	499	724	1,008	2,747
EBITDAマージン	EBITDA Margin	-	-	-	-	-	9.6%	11.0%	7.9%	14.9%	11.1%	5.2%	11.4%	11.7%	13.2%	10.6%	8.9%	7.0%	12.2%	12.9%	10.3%
営業利益	Operating income	-	-	-	-	-	314	418	201	784	1,719	106	452	504	793	1,857	355	332	560	846	2,095
営業利益率	OP Margin	-	-	-	-	-	6.0%	7.7%	3.8%	12.2%	7.7%	1.9%	8.1%	8.4%	10.6%	7.5%	6.2%	4.7%	9.4%	10.8%	7.9%
エンジニアリングセグメント	Engineering																				
売上高	Net sales	-	-	-	-	-	5,419	6,100	5,959	6,416	23,897	5,211	6,110	6,011	6,736	24,070	5,973	6,571	6,688	7,434	26,668
EBITDA	EBITDA	-	-	-	-	-	219	606	464	185	1,475	68	705	750	563	2,086	520	763	531	723	2,539
EBITDAマージン	EBITDA Margin	-	-	-	-	-	4.0%	9.9%	7.8%	2.9%	6.2%	1.3%	11.5%	12.5%	8.4%	8.7%	8.7%	11.6%	8.0%	9.7%	9.5%
営業利益	Operating income	-	-	-	-	-	113	500	358	79	1,051	-67	566	610	422	1,532	378	627	390	582	1,979
営業利益率	OP Margin	-	-	-	-	-	2.1%	8.2%	6.0%	1.2%	4.4%	-1.3%	9.3%	10.1%	6.3%	6.4%	6.3%	9.5%	5.8%	7.8%	7.4%
リクルーティングセグメント	Recruiting																				
売上高	Net sales	-	-	-	-	-	14,020	13,906	14,541	19,753	62,222	15,840	16,396	16,664	22,891	71,792	19,896	19,502	29,996	33,846	103,242
EBITDA	EBITDA	-	-	-	-	-	2,448	1,332	1,874	2,748	8,405	2,232	2,621	2,433	3,020	10,307	3,763	3,019	3,038	3,696	13,518
EBITDAマージン	EBITDA Margin	-	-	-	-	-	17.5%	9.6%	12.9%	13.9%	13.5%	14.1%	16.0%	14.6%	13.2%	14.4%	18.9%	15.5%	10.1%	10.9%	13.1%
営業利益	Operating income	-	-	-	-	-	1,587	441	968	1,909	4,907	1,343	1,745	1,568	1,954	6,612	2,684	1,631	1,795	2,384	8,494
営業利益率	OP Margin	-	-	-	-	-	11.3%	3.2%	6.7%	9.7%	7.9%	8.5%	10.6%	9.4%	8.5%	9.2%	13.5%	8.4%	6.0%	7.0%	8.2%
その他の事業	Other businesses																				
売上高	Net sales	-	-	-	-	-	734	764	805	824	3,127	971	992	1,067	1,071	4,102	1,655	1,619	1,722	1,760	6,756
EBITDA	EBITDA	-	-	-	-	-	48	44	38	56	187	68	23	89	-24	157	148	41	122	-68	243
EBITDAマージン	EBITDA Margin	-	-	-	-	-	6.5%	5.8%	4.7%	6.8%	6.0%	7.0%	2.3%	8.3%	-2.2%	3.8%	8.9%	2.5%	7.1%	-3.9%	3.6%
営業利益	Operating income	-	-	-	-	-	48	44	38	56	187	62	21	85	-28	141	136	26	108	-82	188
営業利益率	OP Margin	-	-	-	-	-	6.5%	5.8%	4.7%	6.8%	6.0%	6.4%	2.1%	8.0%	-2.6%	3.4%	8.2%	1.6%	6.3%	-4.7%	2.8%
調整額	Adjustment																				
売上高	Net sales	-	-	-	-	-	-1,205	-1,839	-1,575	-2,003	-6,623	-1,788	-1,682	-2,164	-3,287	-8,922	-2,240	-3,542	-2,478	-3,735	-11,997
EBITDA	EBITDA	-	-	-	-	-	382	277	379	526	1,564	409	530	575	-493	1,022	723	138	478	-764	576
EBITDAマージン	EBITDA Margin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	408	294	456	481	1,641	319	509	343	-723	448	561	-5	280	-932	-96
営業利益率	OP Margin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
合計	Total																				
売上高	Net sales	-	-	-	-	-	95,767	96,505	99,602	109,180	401,056	119,173	126,932	129,719	141,771	517,597	137,404	139,386	152,769	162,435	591,995
EBITDA	EBITDA	-	-	-	-	-	7,151	6,129	7,468	8,722	29,471	8,471	8,765	9,680	9,490	36,408	11,522	10,047	11,137	10,725	43,433
EBITDAマージン	EBITDA Margin	-	-	-	-	-	7.5%	6.4%	7.5%	8.0%	7.3%	7.1%	6.9%	7.5%	6.7%	7.0%	8.4%	7.2%	7.3%	6.6%	7.3%
営業利益	Operating income	-	-	-	-	-	5,614	4,620	5,977	7,258	23,470	6,561	6,737	7,594	7,160	28,052	9,257	7,403	8,626	8,122	33,409
営業利益率	OP Margin	-	-	-	-	-	5.9%	4.8%	6.0%	6.6%	5.9%	5.5%	5.3%	5.9%	5.1%	5.4%	6.7%	5.3%	5.6%	5.0%	5.6%

※ 2016年3月期からセグメント体制を変更しております。2015年3月期は変更後のセグメント区分に組み替えております。

セグメント別四半期業績推移(2015/3~)

Consolidated profit and loss statement (by segment, quarter)

(百万円)	(Million Yen)	2013/3					2014/3					2015/3					2016/3				
		1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL
派遣セグメント Temporary Staffing																					
売上高	Net sales	-	-	-	-	-	61,517	61,887	64,272	63,981	251,660	67,111	67,257	69,684	72,112	276,164	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	3,317	2,696	3,360	3,207	12,581	3,625	3,095	4,083	3,678	14,482	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	5.4%	4.4%	5.2%	5.0%	5.0%	5.4%	4.6%	5.9%	5.1%	5.2%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	2,954	2,330	3,040	2,894	11,219	3,244	2,817	3,780	3,403	13,246	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	4.8%	3.8%	4.7%	4.5%	4.5%	4.8%	4.2%	5.4%	4.7%	4.8%	-	-	-	-	-
BPOセグメント BPO (Business Process Outsourcing)																					
売上高	Net sales	-	-	-	-	-	4,363	4,510	4,669	4,941	18,485	4,562	4,956	4,945	5,732	20,196	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	-37	125	172	435	695	32	348	364	744	1,490	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	-0.8%	2.8%	3.7%	8.8%	3.8%	0.7%	7.0%	7.4%	13.0%	7.4%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	-71	87	139	400	555	19	291	351	734	1,397	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	-1.6%	1.9%	3.0%	8.1%	3.0%	0.4%	5.9%	7.1%	12.8%	6.9%	-	-	-	-	-
ITOセグメント ITO (IT Outsourcing)																					
売上高	Net sales	-	-	-	-	-	4,376	4,770	5,041	5,800	19,988	5,209	5,285	5,250	6,396	22,142	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	404	399	650	819	2,274	558	545	418	1,007	2,529	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	9.2%	8.4%	12.9%	14.1%	11.4%	10.7%	10.3%	8.0%	15.7%	11.4%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	221	213	466	635	1,536	378	367	205	833	1,785	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	5.1%	4.5%	9.2%	10.9%	7.7%	7.3%	6.9%	3.9%	13.0%	8.1%	-	-	-	-	-
エンジニアリングセグメント Engineering																					
売上高	Net sales	-	-	-	-	-	4,887	5,336	5,410	5,842	21,476	5,419	6,100	5,959	6,416	23,897	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	123	383	203	368	1,078	219	606	464	185	1,475	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	2.5%	7.2%	3.8%	6.3%	5.0%	4.0%	9.9%	7.8%	2.9%	6.2%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	-9	228	35	223	477	113	500	358	79	1,051	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	-0.2%	4.3%	0.6%	3.8%	2.2%	2.1%	8.2%	6.0%	1.2%	4.4%	-	-	-	-	-
メディアセグメント Media																					
売上高	Net sales	-	-	-	-	-	4,187	4,392	4,623	5,031	18,235	4,866	4,761	4,988	5,645	20,262	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	507	252	649	582	1,993	388	172	366	609	1,536	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	12.1%	5.7%	14.0%	11.6%	10.9%	8.0%	3.6%	7.3%	10.8%	7.6%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	239	-25	360	296	870	98	-130	41	318	328	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	5.7%	-0.6%	7.8%	5.9%	4.8%	2.0%	-2.7%	0.8%	5.6%	1.6%	-	-	-	-	-
キャリアセグメント Career																					
売上高	Net sales	-	-	-	-	-	6,615	6,946	7,177	7,676	28,415	7,979	7,801	7,964	9,764	33,509	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	1,427	1,448	1,530	2,485	6,892	2,320	1,489	1,733	1,924	7,468	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	21.6%	20.8%	21.3%	32.4%	24.3%	29.1%	19.1%	21.8%	19.7%	22.3%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	878	880	961	1,909	4,629	1,749	893	1,139	1,354	5,137	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	13.3%	12.7%	13.4%	24.9%	16.3%	21.9%	11.4%	14.3%	13.9%	15.3%	-	-	-	-	-
NEDセグメント NED (New Employment Development)																					
売上高	Net sales	-	-	-	-	-	1,552	1,962	2,178	5,321	11,015	2,253	2,439	2,759	5,531	12,983	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	-189	227	104	591	733	4	30	114	506	655	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	-12.2%	11.6%	4.8%	11.1%	6.7%	0.2%	1.2%	4.1%	9.1%	5.0%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	-215	209	85	572	652	-23	19	95	514	606	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	-13.9%	10.7%	3.9%	10.7%	5.9%	-1.0%	0.8%	3.4%	9.3%	4.7%	-	-	-	-	-
調整額 Adjustment																					
売上高	Net sales	-	-	-	-	-	-1,408	-1,480	-1,694	-2,204	-6,787	-1,634	-2,096	-1,951	-2,419	-8,101	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	-80	-320	-70	-826	-1,298	2	-159	-76	65	-167	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	-87	-328	-79	-849	-1,344	31	-138	4	20	-83	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
合計 Total																					
売上高	Net sales	-	-	-	-	-	86,091	88,328	91,679	96,389	362,489	95,767	96,505	99,602	109,180	401,056	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	5,472	5,213	6,601	7,663	24,951	7,151	6,129	7,468	8,722	29,471	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	6.4%	5.9%	7.2%	8.0%	6.9%	7.5%	6.4%	7.5%	8.0%	7.3%	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	3,909	3,597	5,008	6,082	18,597	5,614	4,620	5,977	7,258	23,470	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	4.5%	4.1%	5.5%	6.3%	5.1%	5.9%	4.8%	6.0%	6.6%	5.9%	-	-	-	-	-

※ 2015年3月期からセグメント体制を変更しております。2014年3月期は変更後のセグメント区分に組み替えております。

セグメント別四半期業績推移(2014/3～)
Consolidated profit and loss statement (by segment, quarter)

		2013/3					2014/3					2015/3					2016/3				
(百万円)		(Million Yen)																			
		1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL
人材派遣・人材紹介事業	Temporary staffing and Recruitment services																				
売上高	Net sales	46,034	45,502	48,156	47,055	186,748	47,350	47,966	50,953	51,148	197,418	-	-	-	-	-	-	-	-	-	-
EBITDA	EBITDA	2,307	1,563	2,319	1,743	7,933	2,333	1,845	2,559	2,358	9,096	-	-	-	-	-	-	-	-	-	-
EBITDAマージン	EBITDA Margin	5.0%	3.4%	4.8%	3.7%	4.2%	4.9%	3.8%	5.0%	4.6%	4.6%	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	2,110	1,366	2,161	1,437	7,076	2,112	1,619	2,388	2,147	8,268	-	-	-	-	-	-	-	-	-	-
営業利益率	OP Margin	4.6%	3.0%	4.5%	3.1%	3.8%	4.5%	3.4%	4.7%	4.2%	4.2%	-	-	-	-	-	-	-	-	-	-
IT & エンジニアリング事業	IT and Engineering																				
売上高	Net sales	7,666	8,003	7,287	7,149	30,106	10,593	11,313	10,298	10,399	42,605	-	-	-	-	-	-	-	-	-	-
EBITDA	EBITDA	271	360	545	420	1,597	391	686	447	688	2,213	-	-	-	-	-	-	-	-	-	-
EBITDAマージン	EBITDA Margin	3.5%	4.5%	7.5%	5.9%	5.3%	3.7%	6.1%	4.3%	6.6%	5.2%	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	208	297	446	392	1,345	217	490	242	501	1,452	-	-	-	-	-	-	-	-	-	-
営業利益率	OP Margin	2.7%	3.7%	6.1%	5.5%	4.5%	2.0%	4.3%	2.3%	4.8%	3.4%	-	-	-	-	-	-	-	-	-	-
アウトソーシング事業	Outsourcing																				
売上高	Net sales	5,802	6,242	6,592	7,081	25,719	6,532	6,816	7,010	7,485	27,845	-	-	-	-	-	-	-	-	-	-
EBITDA	EBITDA	74	340	313	442	1,171	109	315	299	627	1,352	-	-	-	-	-	-	-	-	-	-
EBITDAマージン	EBITDA Margin	1.3%	5.4%	4.7%	6.2%	4.6%	1.7%	4.6%	4.3%	8.4%	4.9%	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	26	292	257	395	973	68	270	258	585	1,182	-	-	-	-	-	-	-	-	-	-
営業利益率	OP Margin	0.4%	4.7%	3.9%	5.6%	3.8%	1.0%	4.0%	3.7%	7.8%	4.2%	-	-	-	-	-	-	-	-	-	-
キャリア・メディア関連事業	Media and Career																				
売上高	Net sales	-	-	-	-	-	20,333	20,789	22,028	26,121	89,272	-	-	-	-	-	-	-	-	-	-
EBITDA	EBITDA	-	-	-	-	-	2,547	2,400	3,158	3,961	12,068	-	-	-	-	-	-	-	-	-	-
EBITDAマージン	EBITDA Margin	-	-	-	-	-	12.5%	11.5%	14.3%	15.2%	13.5%	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	-	-	-	-	-	1,451	1,272	2,009	2,822	7,555	-	-	-	-	-	-	-	-	-	-
営業利益率	OP Margin	-	-	-	-	-	7.1%	6.1%	9.1%	10.8%	8.5%	-	-	-	-	-	-	-	-	-	-
その他の事業	Other Businesses																				
売上高	Net sales	1,029	1,217	1,285	1,125	4,657	1,281	1,442	1,388	1,234	5,347	-	-	-	-	-	-	-	-	-	-
EBITDA	EBITDA	42	171	168	39	421	54	167	120	46	389	-	-	-	-	-	-	-	-	-	-
EBITDAマージン	EBITDA Margin	4.1%	14.1%	13.1%	3.5%	9.0%	4.2%	11.6%	8.6%	3.7%	7.3%	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	16	145	140	17	320	28	151	103	23	306	-	-	-	-	-	-	-	-	-	-
営業利益率	OP Margin	1.6%	11.9%	10.9%	1.5%	6.9%	2.2%	10.5%	7.4%	1.9%	5.7%	-	-	-	-	-	-	-	-	-	-
合計	Total																				
売上高	Net sales	60,533	60,966	63,320	62,411	247,232	86,091	88,328	91,679	96,389	362,489	-	-	-	-	-	-	-	-	-	-
EBITDA	EBITDA	2,749	2,506	3,392	2,697	11,346	5,472	5,213	6,601	7,663	24,951	-	-	-	-	-	-	-	-	-	-
EBITDAマージン	EBITDA Margin	4.5%	4.1%	5.4%	4.3%	4.6%	6.4%	5.9%	7.2%	8.0%	6.9%	-	-	-	-	-	-	-	-	-	-
営業利益	Operating income	2,400	2,154	3,025	2,250	9,832	3,909	3,597	5,008	6,082	18,597	-	-	-	-	-	-	-	-	-	-
営業利益率	OP Margin	4.0%	3.5%	4.8%	3.6%	4.0%	4.5%	4.1%	5.5%	6.3%	5.1%	-	-	-	-	-	-	-	-	-	-

資産
Assets

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3	2018/3	2019/3 1Q	2Q	3Q	4Q
流動資産	Current assets	61,644	63,124	72,499	80,606	87,463	130,696	130,611	165,240	235,492	196,821	202,899	205,310	
現金及び預金	Cash and deposits	28,545	31,448	38,316	44,225	36,292	60,645	51,227	69,439	89,624	60,153	74,136	73,537	
受取手形及び売掛金	Notes and accounts receivable - trade	28,345	27,913	30,282	31,997	44,046	60,149	69,524	83,260	120,254	114,729	112,157	114,260	
繰延税金資産	Deferred tax assets	1,598	1,749	1,833	1,975	3,387	4,324	3,987	4,597	4,940	0	0	0	
その他	Other	3,221	2,053	2,100	2,447	3,846	5,729	6,006	8,562	21,300	22,563	17,243	18,081	
貸倒引当金	Allowance for doubtful accounts	-67	-41	-32	-39	-109	-152	-134	-619	-627	-625	-638	-569	
有形固定資産	Property, plant and equipment	4,060	3,739	3,599	3,943	3,720	3,996	4,510	4,840	7,993	7,819	7,560	7,685	
建物及び構築物	Buildings and structures, net	1,696	1,532	1,507	1,684	1,928	1,956	2,106	2,231	3,237	3,240	3,192	3,345	
工具、器具及び備品	Tools, furniture and fixtures, net	553	422	381	400	586	835	1,123	1,263	1,234	1,217	1,169	1,168	
土地	Land	1,604	1,604	1,471	1,471	821	815	803	803	802	802	799	799	
その他（純額）	Other, net	206	179	240	386	383	388	476	541	2,718	2,559	2,399	2,372	
無形固定資産	Intangible assets	3,562	3,737	2,571	2,638	72,335	80,803	86,187	82,867	133,894	126,970	124,807	124,137	
商標権	Trademark right	-	-	-	-	11,660	11,061	10,110	4,995	11,152	10,550	10,443	10,433	
のれん	Goodwill	3,250	3,469	2,302	2,162	57,089	66,023	70,302	68,561	102,113	96,187	93,767	91,914	
その他	Other	312	268	269	476	3,586	3,718	5,774	9,310	20,629	20,233	20,596	21,789	
投資その他の資産	Investments and other assets	6,645	8,734	7,857	10,403	13,913	13,167	14,929	15,415	26,084	28,375	29,983	27,949	
投資有価証券	Investment securities	1,839	4,589	4,041	6,205	6,770	5,693	7,228	7,782	12,542	12,453	12,424	11,226	
差入保証金	Guarantee deposits	3,375	2,682	2,460	2,504	4,570	4,979	5,597	5,765	0	0	0	0	
繰延税金資産	Deferred tax assets	883	946	836	895	2,079	1,909	1,534	1,371	825	3,535	4,616	3,554	
その他	Other	591	552	543	819	856	932	716	547	12,732	12,400	12,957	13,182	
貸倒引当金	Allowance for doubtful accounts	-46	-35	-24	-21	-364	-347	-146	-51	-16	-14	-14	-14	
資産合計	Total assets	75,912	79,336	86,529	97,592	177,433	228,663	236,238	268,364	403,465	359,986	365,251	365,083	

※ 2019年3月期から『税効果会計に係る会計基準』の一部改正等を適用した実績を表記しています

負債／純資産
Liabilities / Net assets

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3	2018/3	2019/3 1Q	2Q	3Q	4Q
流動負債	Current liabilities	20,094	21,224	31,498	29,178	44,154	86,569	67,482	87,913	217,106	136,487	137,550	132,487	
短期借入金	Short-term loans payable	662	571	14	16	143	15,099	787	413	85,288	21,339	18,947	17,949	
1年内返済予定の長期借入金	Current portion of long-term loans payable	124	139	68	-	4,640	4,640	4,640	4,640	4,640	4,640	2,320	2,320	
1年内償還予定の 転換社債型新株予約権付社債	Current portion of convertible bond-type bonds with subscription rights to shares	-	-	5,000	-	-	-	-	-	0	0	0	0	
未払金・買掛金	Accounts payable	11,617	11,433	14,085	15,301	20,783	29,339	34,054	49,118	69,007	69,026	64,943	65,233	
未払消費税等	Accrued consumption taxes	859	1,622	2,220	3,046	3,431	16,626	7,664	9,619	13,796	12,617	12,141	13,419	
その他	Other	6,831	7,456	10,109	10,813	15,156	20,864	20,335	24,121	44,373	28,863	39,197	33,565	
固定負債	Non-current liabilities	7,500	7,791	2,763	3,958	43,474	38,124	35,255	26,634	26,366	65,213	64,478	64,554	
転換社債型新株予約権付社債	Convertible bond-type bonds with subscription rights to shares	5,000	5,000	-	-	15,000	14,798	851	31	0	0	0	0	
社債	Bond	-	-	-	-	-	-	-	-	-	20,000	20,000	20,000	
長期借入金	Long-term loans payable	199	166	5	-	18,560	13,920	24,993	20,426	15,713	35,713	35,713	35,713	
その他	Other	2,301	2,624	2,757	3,958	9,914	9,406	9,411	6,176	10,653	9,499	8,765	8,841	
負債合計	Total liabilities	27,595	29,015	34,262	33,136	87,629	124,694	102,737	114,547	243,472	201,700	202,028	197,042	
株主資本	Shareholders' equity	45,778	47,495	50,898	60,830	85,380	96,938	125,382	136,725	139,066	143,374	148,759	153,539	
資本金	Capital stock	2,000	2,000	2,000	2,000	9,980	10,081	17,055	17,465	17,467	17,469	17,479	17,479	
資本剰余金	Capital surplus	5,162	5,162	5,128	5,501	13,572	13,673	20,520	20,156	20,182	20,185	20,195	20,396	
利益剰余金	Retained earnings	44,252	45,969	48,747	53,682	62,140	73,499	88,134	102,432	105,993	110,286	115,642	120,054	
自己株式	Treasury shares	-5,636	-5,636	-4,977	-354	-313	-316	-327	-3,328	-4,576	-4,566	-4,557	-4,390	
その他の包括利益累計額	Accumulated other comprehensive income	46	296	-146	1,068	1,593	1,624	1,823	2,394	6,470	925	-186	-399	
その他有価証券評価差額金	Valuation difference on available-for-sale securities	103	381	-44	1,050	1,444	1,388	1,945	2,203	3,179	2,858	2,743	1,896	
為替換算調整勘定	Foreign currency translation adjustment	-56	-84	-101	18	172	255	72	190	3,291	-1,932	-2,930	-2,295	
退職給付に係る調整累計額	Remeasurements of defined benefit plans	-	-	-	-	-24	-20	-194	-	0	0	0	0	
非支配株主持分	Minority interests	2,492	2,528	1,514	2,556	2,829	5,406	6,295	14,696	14,455	13,986	14,650	14,901	
純資産合計	Total net assets	48,317	50,320	52,266	64,455	89,803	103,969	133,501	153,816	159,992	158,286	163,222	168,041	
負債純資産合計	Total liabilities and net assets	75,912	79,336	86,529	97,592	177,433	228,663	236,238	268,364	403,465	359,986	365,251	365,083	
※有利子負債合計	※Interest-bearing liabilities	5,986	5,878	5,088	16	38,343	48,457	31,271	25,511	105,641	81,692	76,980	75,982	

※ 2019年3月期から「税効果会計に係る会計基準」の一部改正等を適用した実績を表記しています

連結キャッシュ・フロー計算書

Consolidated statements of cash flows

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3	2018/3
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating activities									
税金等調整前当期純利益	Income before income taxes and minority interests	6,051	5,496	7,948	10,019	17,302	22,716	28,982	30,200	20,578
減価償却費	Depreciation and amortization	589	605	629	605	2,550	2,749	3,061	3,988	4,907
減損損失	Impairment loss	62	99	131	-	73	462	392	4,760	14,280
のれん償却額	Amortization of goodwill	1,627	1,304	1,790	910	3,943	4,243	5,294	6,035	7,050
賞与引当金の増減額（△は減少）	Increase (decrease) in provision for bonuses	348	-213	127	157	380	575	831	569	782
受取利息及び受取配当金	Interest and dividends income	-33	-46	-55	-77	-89	-101	-98	-132	-192
支払利息	Interest expenses	18	22	9	5	346	106	148	154	356
関係会社整理損	Loss on liquidation of subsidiaries and associates	-	-	-	-	1,163	170	-	-	-
売上債権の増減額（△は増加）	Decrease (increase) in notes and accounts receivable-trade	3,528	1,074	-1,944	-378	-1,493	-7,651	-5,864	-7,017	-10,851
営業債務の増減額（△は減少）	Increase (decrease) in operating debt	-4,553	-481	4,256	225	-3,967	5,202	2,370	13,371	10,755
その他の資産の増減額（△は増加）	Decrease (increase) in other assets	306	511	-53	-92	-207	-459	188	-1,269	3,758
その他の負債の増減額（△は減少）	Increase (decrease) in other liabilities	-1,712	1,285	552	672	-705	10,195	-9,800	1,511	2,868
その他	Increase (decrease) in others	-434	376	-82	116	44	168	-910	-2,730	-2,634
小計	Subtotal	5,798	10,035	13,309	12,163	19,340	38,376	24,595	49,441	51,660
法人税等の支払額	Income taxes paid	-2,906	-3,285	-4,047	-5,252	-9,089	-10,332	-11,756	-11,576	-18,789
法人税等の還付額	Income taxes refund	-	1,016	759	781	735	747	231	1,340	1,641
その他	Increase (decrease) in other s	228	364	148	94	-123	103	209	411	491
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating activities	3,120	8,131	10,169	7,787	10,863	28,894	13,279	39,617	35,003

連結キャッシュ・フロー計算書

Consolidated statements of cash flows

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3	2018/3
投資活動によるキャッシュ・フロー Net cash provided by (used in) investing activities										
定期預金の増減額 (△は減少)	Increase (decrease) in time deposits	679	78	74	8	298	-0	204	29	5
有形固定資産の取得による支出	Purchase of property, plant and equipment	-216	-153	-393	-248	-578	-873	-1,491	-1,285	-1,949
有形固定資産の売却による収入	Proceeds from sales of property, plant and equipment	30	3	8	1	676	71	0	3	148
無形固定資産の取得による支出	Purchase of intangible assets	-32	-42	-224	-128	-1,793	-1,354	-2,791	-5,640	-4,350
投資有価証券の取得による支出	Purchase of investment securities	-489	-2,245	-300	-858	-1	-80	-568	-201	-1,288
投資有価証券の売却による収入	Proceeds from sales of investment securities	-	-	174	48	85	998	3	1	80
子会社株式の取得による支出	Purchase of investments in subsidiaries	-	-136	-65	-	-38	-1,874	-	-	-
連結の範囲の変更を伴う子会社株式の取得による支出	Purchase of investments in subsidiaries resulting in change in	-1,727	-1,478	-78	-425	-49,686	-9,191	-10,457	-2,518	-61,818
事業譲受による支出	Payments for transfer of business	-	-378	-119	-6	-234	-625	-	-43	-78
差入保証金の差入による支出	Payments for guarantee deposits	-107	-127	-286	-221	-926	-740	-1,016	-574	-939
差入保証金の回収による収入	Proceeds from collection of guarantee deposits	415	293	423	162	753	343	482	379	348
その他	Other, net	250	-1	-185	703	139	-202	570	142	3,109
投資活動によるキャッシュ・フロー	Net cash provided by (used in) investing activities	-1,198	-4,188	-972	-964	-51,306	-13,529	-15,065	-9,708	-66,732
財務活動によるキャッシュ・フロー Net cash provided by (used in) financing activities										
短期借入金の増減額 (△は減少)	Increase (decrease) in short-term loans payable	-617	-49	-557	-57	250	15,092	-15,000	-297	69,323
長期借入金の増減額 (△は減少)	Increase (decrease) in long-term loans payable	-130	-194	-197	-74	2,523	-4,640	10,852	-4,640	-13,533
社債の発行による収入	Proceeds from issuance of bonds	4,987	-	-	-	14,975	-	-	-	-
株式の発行による収入	Proceeds from issuance of common stock	-	-	-	-	15,942	-	-	-	-
非支配株主からの払込みによる収入	Proceeds from stock issuance to minority shareholders	5	-	-	188	-	1,045	60	-	-
自己株式の取得による支出	Purchase of treasury stock	-5,636	-0	-650	-1	-1	-3	-11	-3,001	-1,276
配当金の支払額	Cash dividends paid	-1,113	-692	-714	-952	-1,380	-2,046	-2,721	-3,522	-4,209
その他	Other, net	-45	-119	-109	-120	-16	-510	-394	-195	-116
財務活動によるキャッシュ・フロー	Net cash provided by (used in) financing activities	-2,551	-1,055	-2,229	-1,018	32,294	8,937	-7,213	-11,655	50,186
現金及び現金同等物に係る換算差額	Effect of exchange rate change on cash and cash equivalents	-36	-31	-16	97	281	-54	-67	-10	1,727
現金及び現金同等物の増減額 (△は減少)	Net increase (decrease) in cash and cash equivalents	-666	2,856	6,952	5,901	-7,867	24,248	-9,066	18,243	20,184
現金及び現金同等物の期首残高	Cash and cash equivalents at beginning of period	28,781	28,114	30,970	37,922	43,824	35,957	60,205	51,138	69,382
現金及び現金同等物の期末残高	Cash and cash equivalents at end of period	28,114	30,970	37,922	43,824	35,957	60,205	51,138	69,382	89,566

本資料取扱い上の留意点

Notes on this material handling

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- ※ 本資料に含まれる数値、指標は、当社グループの経営成績及び財政状態に関して、適切な理解を促進する事を目的として開示しており、すべての数値、指標が監査法人による監査またはレビューの対象ではない点にご留意ください。
This factbook is only for better understanding. Please note that numbers and indexes in this book are not audited
 - ※ 2014年3月期より、従来、特別損失の固定資産処分損に計上していた固定資産除却損について、販売費及び一般管理費の減価償却費に計上する処理方法に変更したため、2010年3月期から2013年3月期について遡及処理後の数値を記載しております。
In the year ended March 31, 2014, classification of loss on retirement of non-current assets was changed to depreciation and amortization in selling, general and administrative expenses from loss on disposal of non-current assets in extraordinary loss. Figures for the prior fiscal year have been applied retrospectively to the reclassification.
 - ※ EBITDA = 営業利益 + のれん償却額 + 減価償却費
EBITDA = Operating margin + Amortizaion of goodwill + Depreciation
 - ※ 記載があるものを除き、数値は百万円未満を切り捨て、比率は少数第二位を四捨五入して表示しております。
Except as otherwise provided, the yen amounts are rounded down to the nearest million yen and percentage rounded to the nearest one decimal place.
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