



WORLD  
HOLDINGS

## **FY2021 Third Quarter Financial Result**

# **Creating the Ways We Live**

November 10, 2021 (Wed.)

WORLD HOLDINGS CO., LTD.

First Section of Tokyo Stock Exchange (2429)

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# I. Summary of FY2021 Third Quarter Financial Results

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# Summary of Financial Results

## Overall summary



- **[Growth of sales and profit]** The Human Resources and Education Business, our mainstay business, performed well, and contributed to group-wide performance.
- **[Upward revision]** Profit exceeded the estimate considerably, and recent performance has been healthy, so the full-year business forecast has been revised upwardly.

## Summary of each business

### Human Resources and Education Business



- **Sales and profit grew considerably**, thanks to the good performance of mainly our mainstay Factory Business.

#### [Factors for favorable performance]

- ✓ Increase of transaction amount through linkage among “seamless” domains while taking advantage of a wide range of business areas.
- ✓ Determination of focused areas such as 5G and logistics and the subsequent success of strategic investment.
- ✓ Able to respond flexibly because we placed top priority on the “maintenance of employment” amid COVID-19 pandemic.
- ✓ Some businesses benefited from special demand from COVID-19 pandemic due to appropriate sales strategies.

### Real Estate Business



- Continuing to conduct business operations carefully during the real estate bubble.
- Profit exceeded the estimate, thanks to meticulous marketing and earlier-than-scheduled sale of some pieces of real estate.

### Information and Telecommunications Business



- A major transformation period came again as the cell-phone distributors introduced their new plans in the wake of COVID-19 and the request from the Ministry of Internal Affairs and Communications to reduce the cell-phone bills.

### Other



- Other business was significantly affected by the stagnant number of visitors and the temporary closure of the flagship facility “Harvest Hill” in Osaka in the wake of the repeated declaration of a state of emergency, etc.

# Overview of Business Results

- Thanks to the good performance of the Human Resources and Education Business, **results exceeded the estimate and the results in the same period of the previous year.**
- In particular, **profit exceeded the estimate and the previous results considerably**, thanks to the healthy performance of the Human Resources and Education Business, the delivery of highly profitable real estate through meticulous marketing and the earlier-than-scheduled sale of some pieces of real estate in the Real Estate Business.
- Net income in the previous term includes the tax effect following the sale of subsidiaries.

(Unit: Million yen)

	2020/3Q actual	2021/3Q estimate	2021/3Q actual	Against estimate		YoY	
				Change	Pct. Change	Change	Pct. Change
Net sales	98,682	98,549	<b>101,533</b>	2,984	3.0%	2,851	2.9%
Operating income	3,283	2,702	<b>4,115</b>	1,412	<b>52.3%</b>	831	<b>25.3%</b>
Ordinary income	3,608	2,654	<b>4,362</b>	1,707	<b>64.3%</b>	753	<b>20.9%</b>
Net income attributable to owners of parent	3,010	1,864	<b>3,150</b>	1,285	68.9%	139	4.6%

# Overview of Business Results by Segment

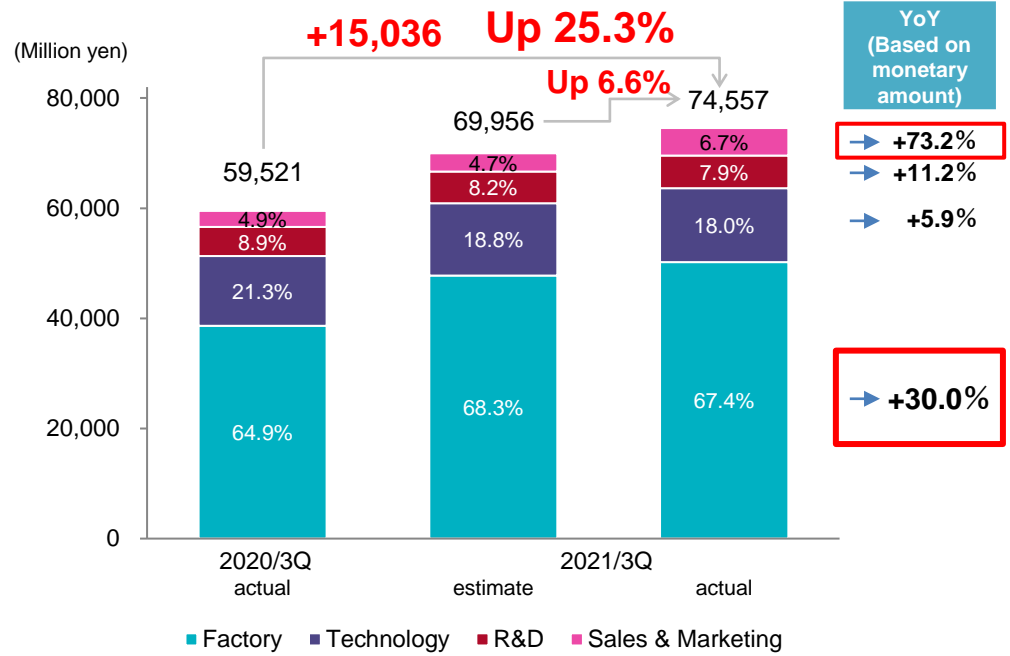
(Unit: Million yen)			2020/3Q actual	2021/3Q estimate	2021/3Q actual	Against estimate		YoY	
						Change	Pct. Change	Change	Pct. Change
Human Resources and Education Business	Factory Business	Net sales	38,651	47,770	<b>50,228</b>	<b>2,457</b>	<b>5.1%</b>	11,576	29.9%
		Segment income	1,676	2,220	<b>2,354</b>	<b>133</b>	<b>6.0%</b>	677	40.4%
		(Profit margin)	(4.3%)	(4.6%)	<b>(4.7%)</b>				
	Technology Business	Net sales	12,650	13,144	<b>13,393</b>	<b>249</b>	<b>1.9%</b>	743	5.9%
		Segment income	1,387	1,215	<b>1,615</b>	<b>400</b>	<b>32.9%</b>	227	16.4%
		(Profit margin)	(11.0%)	(9.2%)	<b>(12.1%)</b>				
	R&D Business	Net sales	5,320	5,755	<b>5,918</b>	<b>162</b>	<b>2.8%</b>	597	11.2%
		Segment income	604	556	<b>665</b>	<b>108</b>	<b>19.6%</b>	61	10.1%
		(Profit margin)	(11.4%)	(9.7%)	<b>(11.2%)</b>				
	Sales & Marketing Business	Net sales	2,897	3,285	<b>5,017</b>	<b>1,732</b>	<b>52.7%</b>	2,119	73.2%
Segment income		21	-78	<b>243</b>	<b>321</b>	<b>-</b>	221	1,029.7%	
(Profit margin)		(0.7%)	-	<b>(4.8%)</b>					
Total (reference)		Net sales	59,521	69,956	<b>74,557</b>	<b>4,601</b>	<b>6.6%</b>	15,036	25.3%
		Segment income	3,690	3,914	<b>4,878</b>	<b>964</b>	<b>24.6%</b>	1,188	32.2%
		(Profit margin)	(6.2%)	(5.6%)	<b>(6.5%)</b>				
Real Estate Business	Real Estate Business	Net sales	29,908	18,673	<b>17,068</b>	<b>-1,604</b>	<b>-8.6%</b>	-12,839	-42.9%
		Segment income	1,418	170	<b>914</b>	<b>744</b>	<b>437.2%</b>	-504	-35.5%
		(Profit margin)	(4.7%)	(0.9%)	<b>(5.4%)</b>				
Information and Telecommunications Business	Information and Telecommunications Business	Net sales	7,059	6,649	<b>7,296</b>	<b>646</b>	<b>9.7%</b>	236	3.4%
		Segment income	284	175	<b>133</b>	<b>-42</b>	<b>-24.3%</b>	-151	-53.2%
		(Profit margin)	(4.0%)	(2.6%)	<b>(1.8%)</b>				
Other	Others	Net sales	2,194	3,270	<b>2,611</b>	<b>-659</b>	<b>-20.2%</b>	417	19.0%
		Segment income	-279	180	<b>-105</b>	<b>-286</b>	<b>-</b>	173	-
		(Profit margin)	-	(5.5%)	<b>-</b>				
Total		Net sales	98,682	98,549	<b>101,533</b>	<b>2,984</b>	<b>3.0%</b>	2,851	2.9%
		Elimination or corporate	-1,829	-1,738	<b>-1,704</b>	<b>33</b>	<b>-</b>	125	-
		Operating income	3,283	2,702	<b>4,115</b>	<b>1,412</b>	<b>52.3%</b>	831	25.3%
		(Profit margin)	(3.3%)	(2.7%)	<b>(4.1%)</b>				

# <Composition Ratio of Sales and Segment Income of Human Resources Segment>

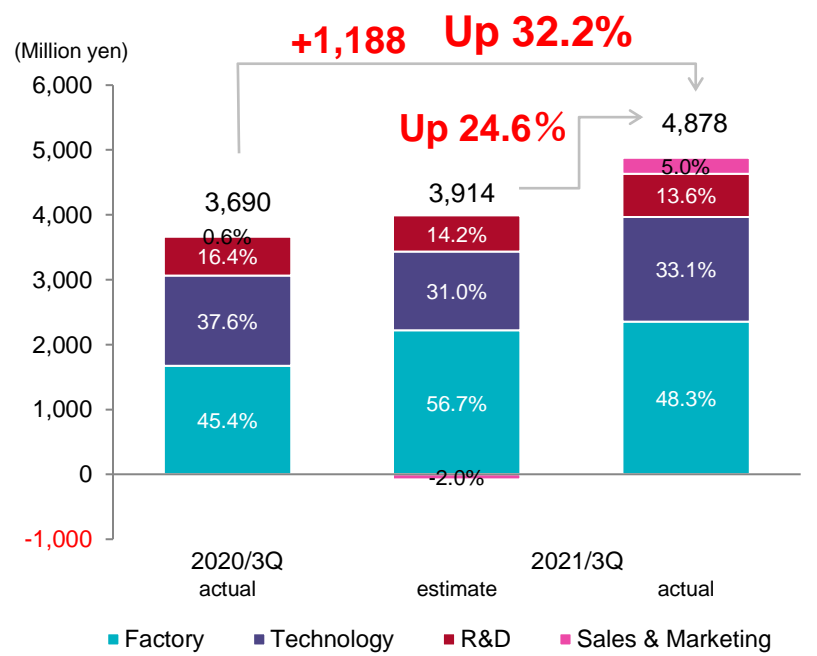


- Factory Business, which is the main business, performed well and led the entire Group. As a result, **sales and profit grew considerably year-on-year.**
- We aim to differentiate ourselves from other competitors through linkage among seamless domains which can deal with multiple business areas.
- Through appropriate marketing strategies, we met the special demand associated with the measures against COVID-19, which improved business results.

## ◆ Sales composition



## ◆ Segment income



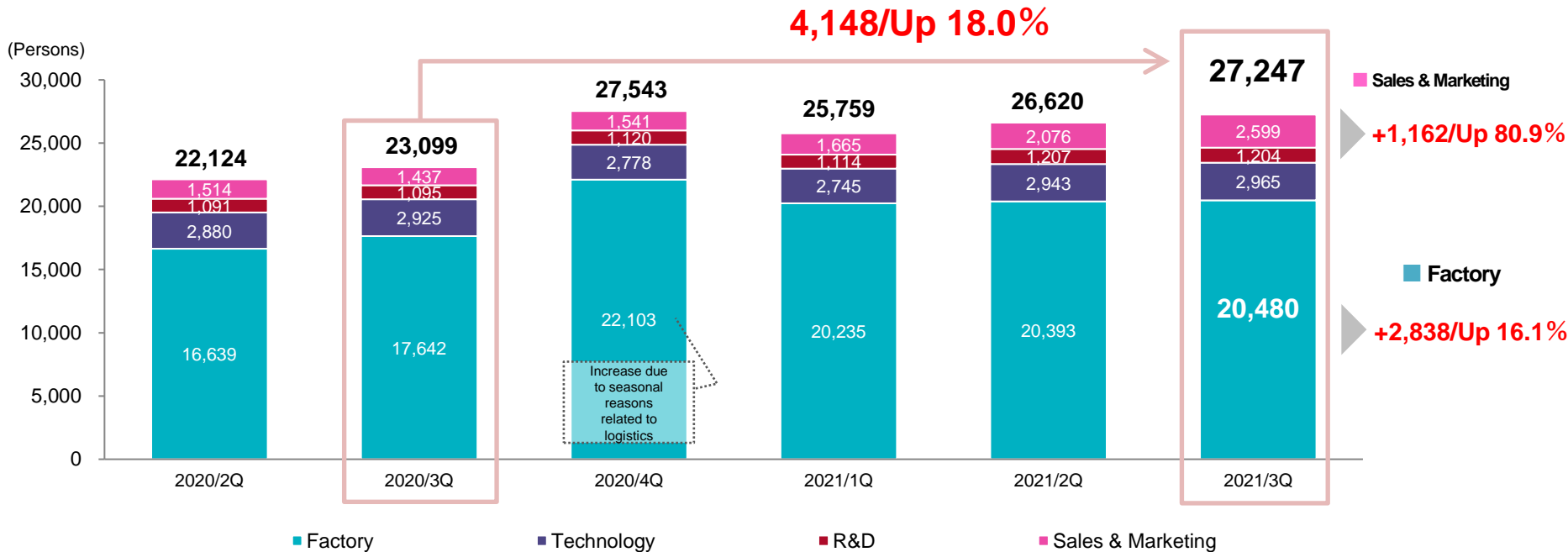
# <The Number of Staff Members of Overall Human Resources Segment>



## Workers in the Factory Business, which is the main business, increased considerably.

- 5G-related business was strong and semiconductor/machine-related business also increased.
- The number of enrollments increased significantly due to the cultivation of new logistics-related bases.
- The number of enrollments in the Sales & Marketing Business also increased backed by the demand related to COVID-19 and the Olympic Games.

### ◆Variation in the number of staff (3-month average)\*

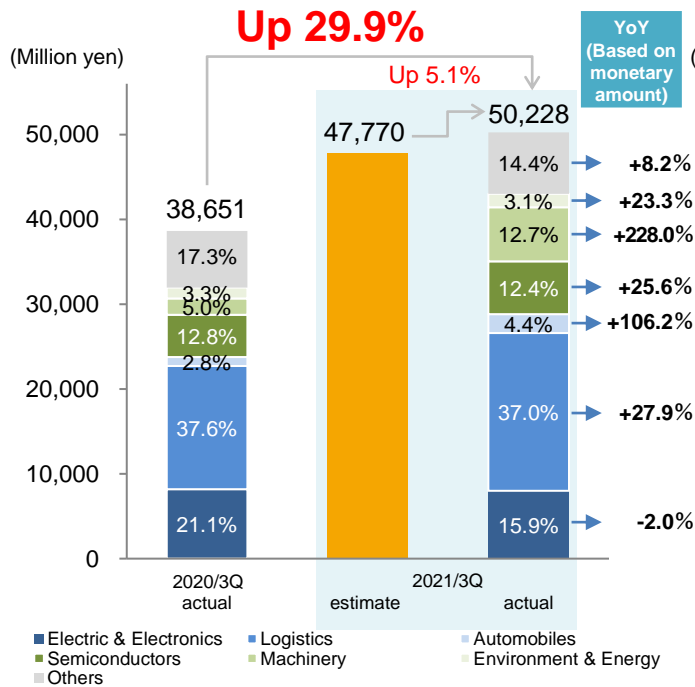


\*The number of staff in the Factory Business includes external staff members accepted from other companies.

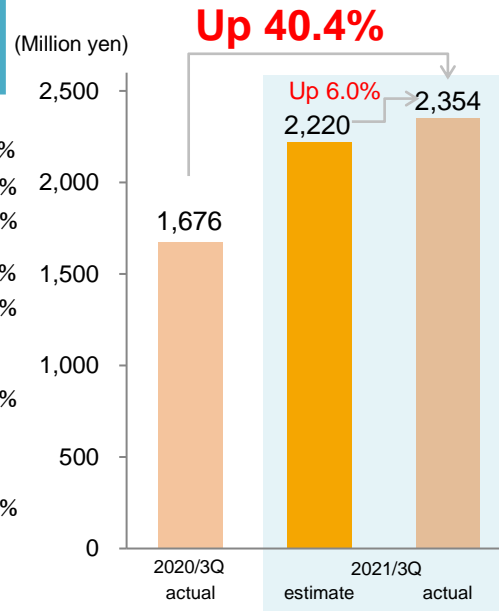


- **Sales and profit grew considerably**, as our investment in the fields of semiconductors, etc. including 5G, on which we have focused since before, paid off and this business performed well.
- The number of orders hit a record high, as the semiconductor-related demand grew further.
- Upfront investment for opening new distribution centers.
- Enhanced recruitment and investment as it became difficult to find personnel after orders increased.

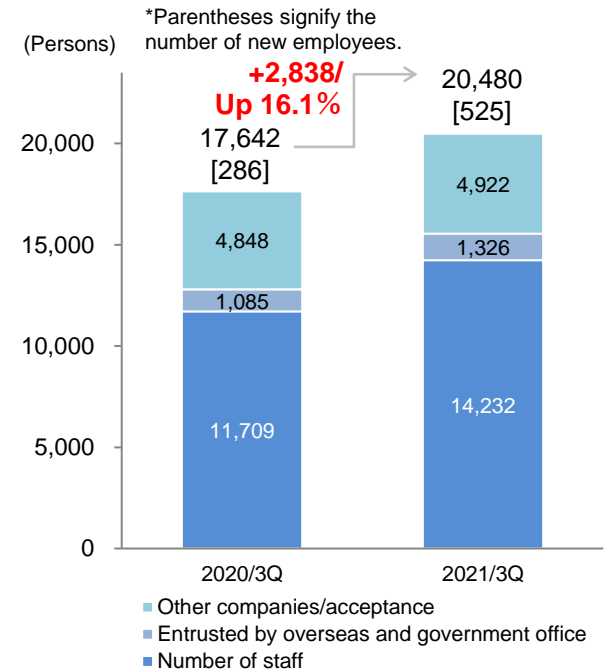
◆ Sales composition



◆ Segment income



◆ Variation in the number of staff (3-month average)\*

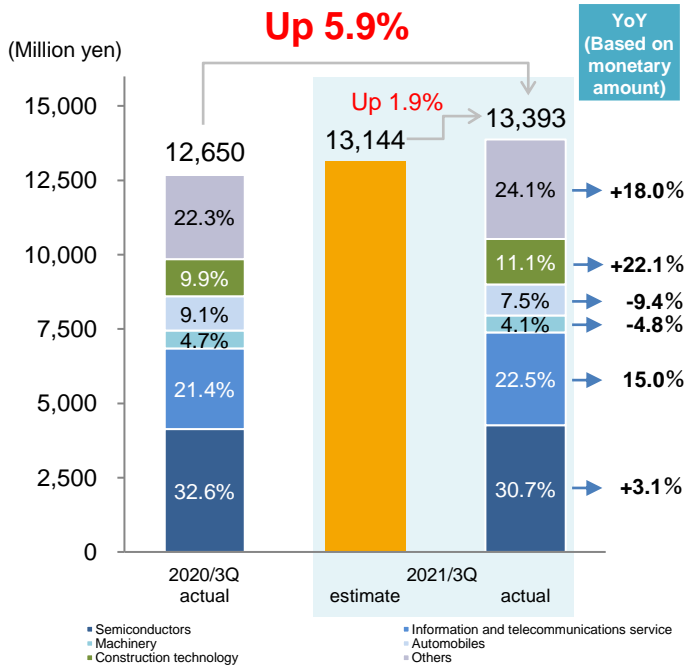


\*We have not disclosed the estimate by segment.

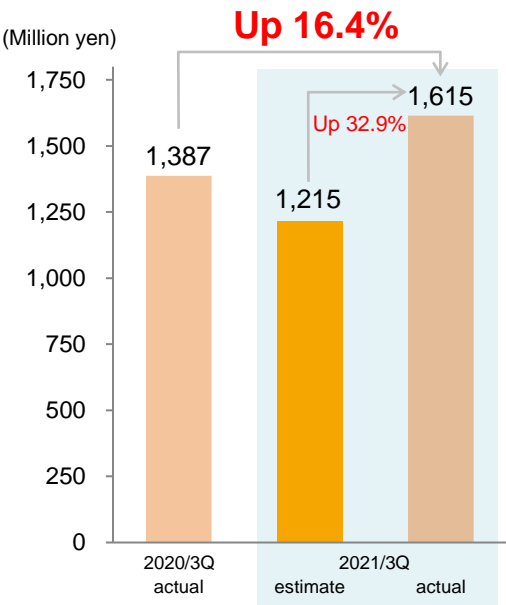
\*The number of staff is a three-month average. External staff members accepted from other companies are included.  
\*Number of staff included only staff members who are engaged in on-site operation work.

- While all domains are recovering from the COVID-19 pandemic, this business has grown through the seamless cooperation with the Factory Business in the semiconductor field and the collaboration among group companies in the field of information and telecommunications.
- We improved profit margin by improving the skills of engineers by training and developing their careers through strategic assignment and then offering advanced technologies.

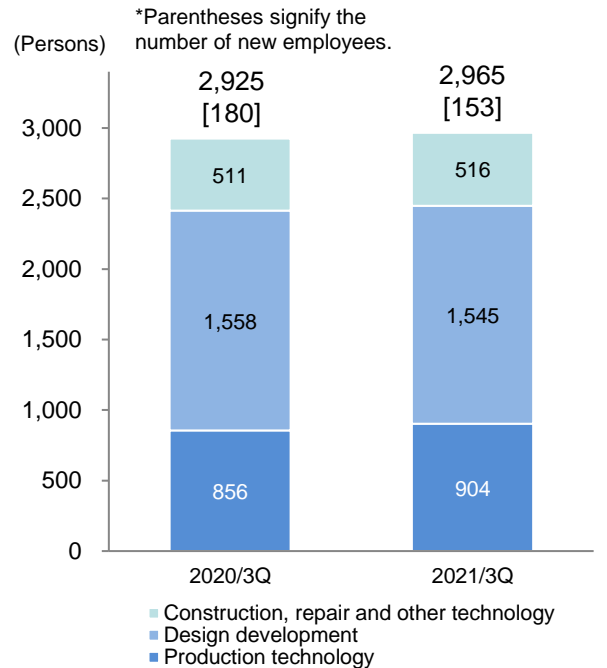
### ◆Sales composition



### ◆Segment income



### ◆Variation in the number of staff (3-month average)\*

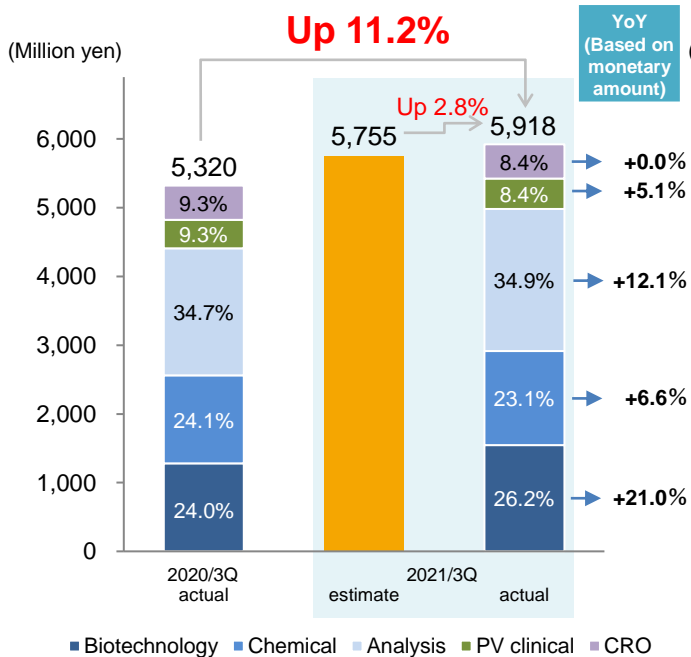


\*We have not disclosed the estimate by segment.

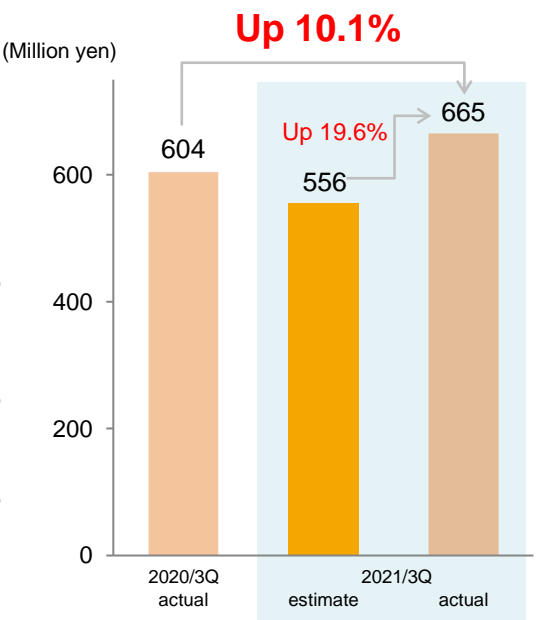
\*The number of staff is a three-month average.  
\*Number of staff included only staff members who are engaged in on-site operation work.

- The researcher dispatch section saw the growth of sales and profit, as medicine-related bio, chemical, and analysis sectors performed well.
- The number of orders hit a record high, thanks to the strategic expansion of transaction fields.
- In response to the increase of orders, we actively invested for recruitment and made preparations for further expansion in the next term.

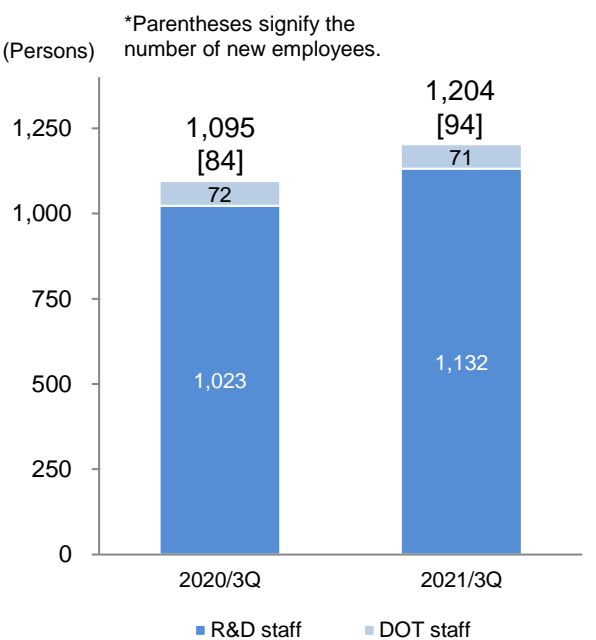
### ◆ Sales composition



### ◆ Segment income



### ◆ Variation in the number of staff (3-month average)\*

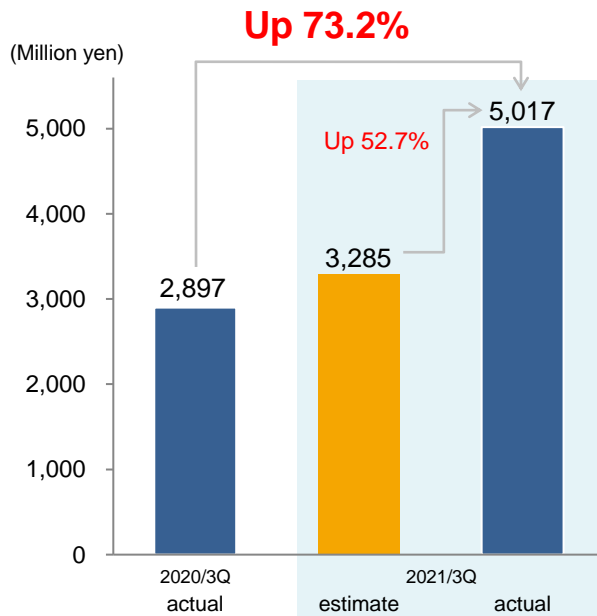


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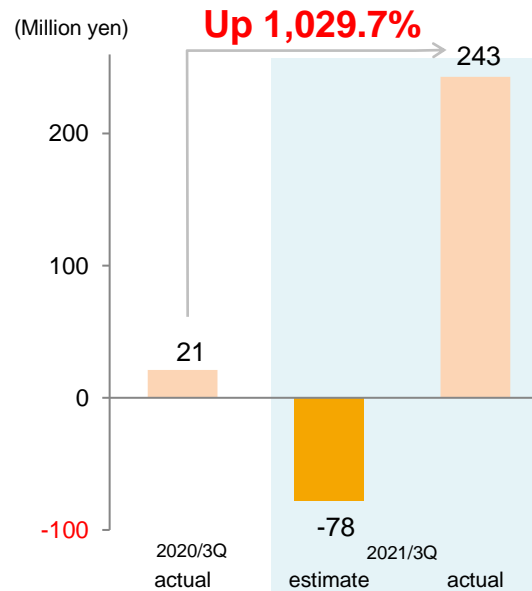
\*The number of staff is a three-month average.  
\*Number of staff included only staff members who are engaged in on-site operation work.

- Sales and profit rose considerably, as we grew the existing contact center and light-duty work domains surely and met the special demand related to COVID-19 and the Olympic Games.
- We established new call centers, promoted the undertaking of light-duty work, undertook in-store sales agency operations and sought opportunities to undertake BPO-related tasks to expand our business.

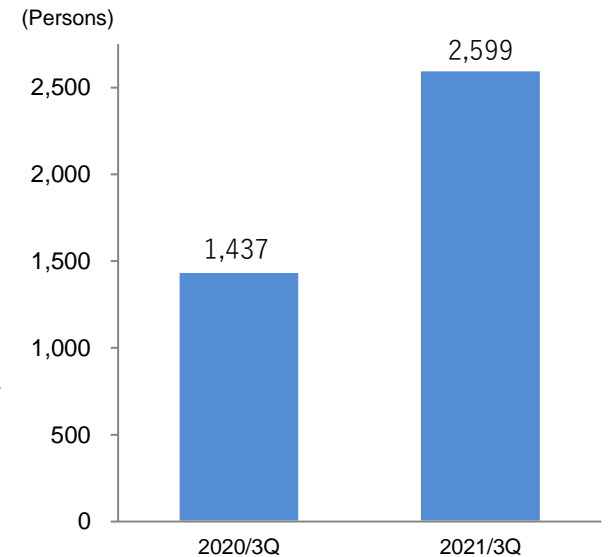
◆ Sales composition



◆ Segment income



◆ Variation in the number of staff (3-month average)\*

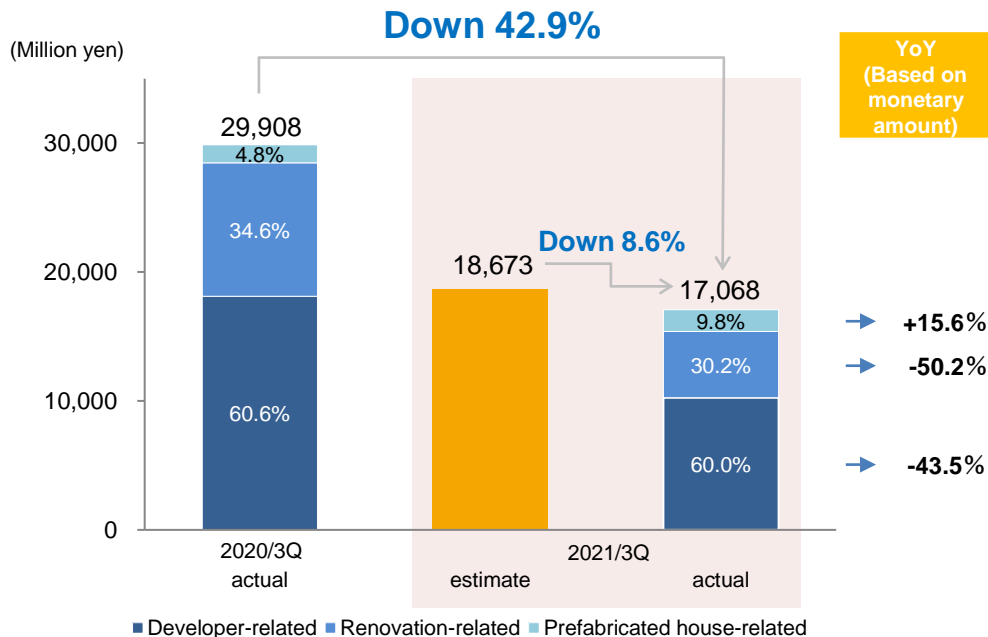


\*The number of staff is a three-month average.

\*Number of staff included only staff members who are engaged in on-site operation work.

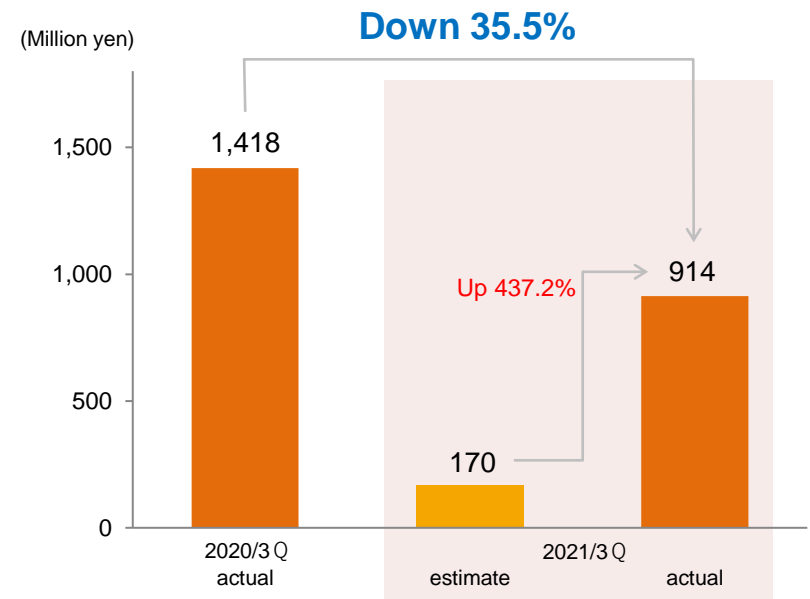
- Profit exceeded the estimate considerably, due to the earlier-than-scheduled sale of some pieces of real estate that were originally scheduled to be sold in the fourth quarter.
- While the prices of real estate remain high, we conduct business carefully.
- We remained cautious about procuring real estate, but we steadily procured excellent real estate and made preparations for the following terms, by utilizing the know-how to develop land for business, which is our specialty.

## ◆ Sales composition



We have not disclosed the sales and segment income estimate by business segment.

## ◆ Segment income

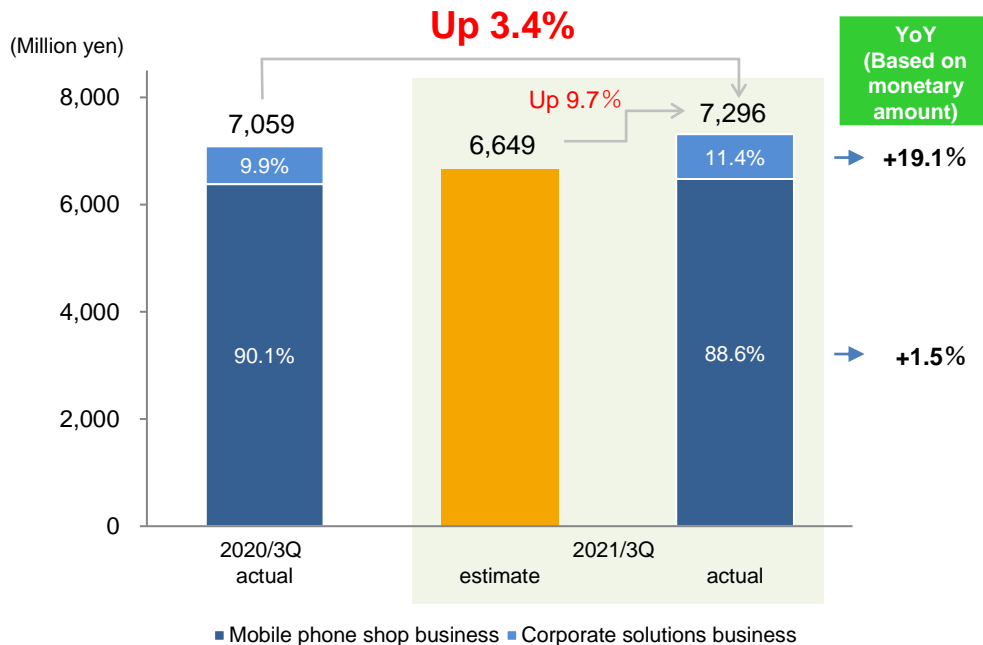


# Information and Telecommunications Business

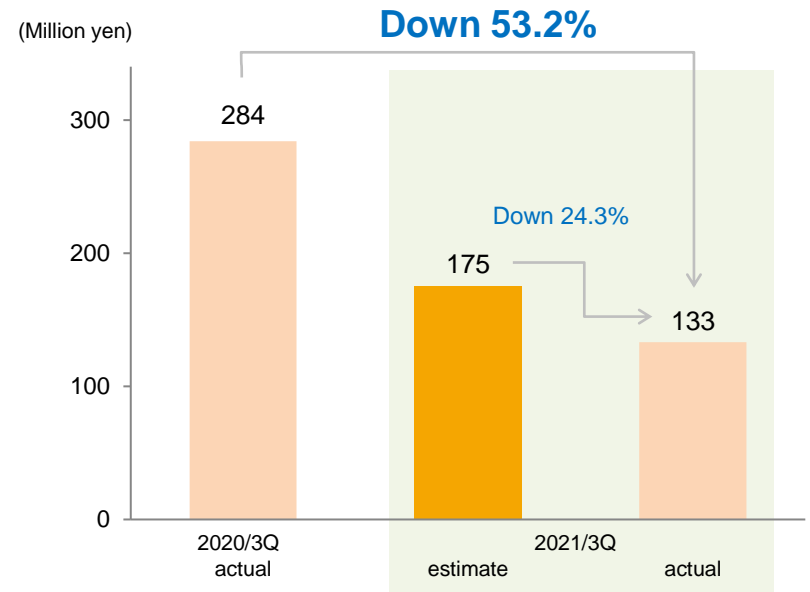


- A major transformation period came again in the industry as the cell-phone distributors introduced their new plans which are available only online.
- Profit considerably decreased temporarily due to scrap and build for constructing an excellent store network, implementation of sales promotion measures and upfront investment for human resource development.
- We will continuously promote dominant strategies as well as measures to enjoy the profit of the remaining players.

## ◆ Sales composition



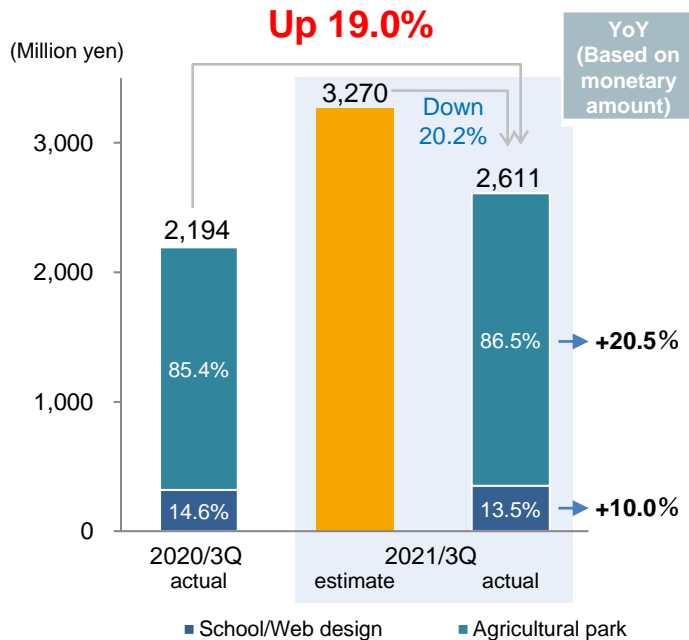
## ◆ Segment income



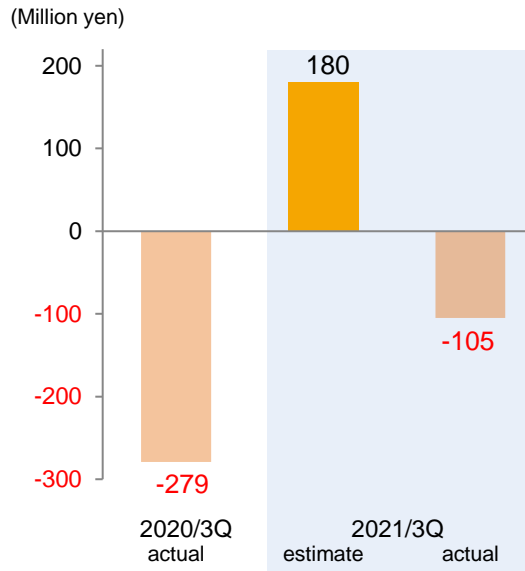
\*We have not disclosed the estimate by destination.

- Agricultural park management was significantly affected by the temporary closure of “Sakai Greenery Museum Harvest Hill,” which is a flagship facility in Osaka in the wake of COVID-19.
- We aim to improve its presence as a relaxation facility required in the region by popularizing it as an outdoor facility where we can avoid crowds and reeling in visitors appropriately by utilizing its feature.

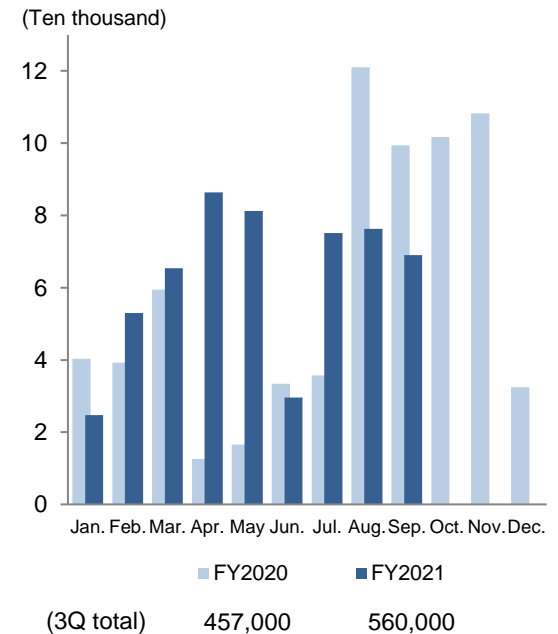
## ◆ Sales composition



## ◆ Segment income



## ◆ Number of visiting customers

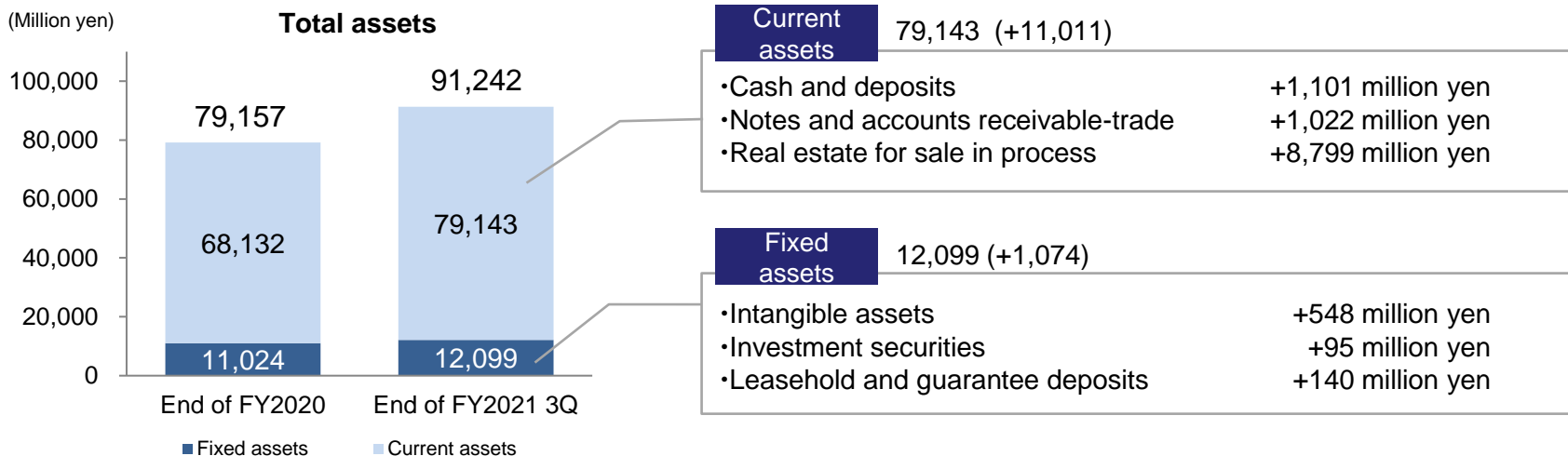


\*We have not disclosed the estimate by segment.

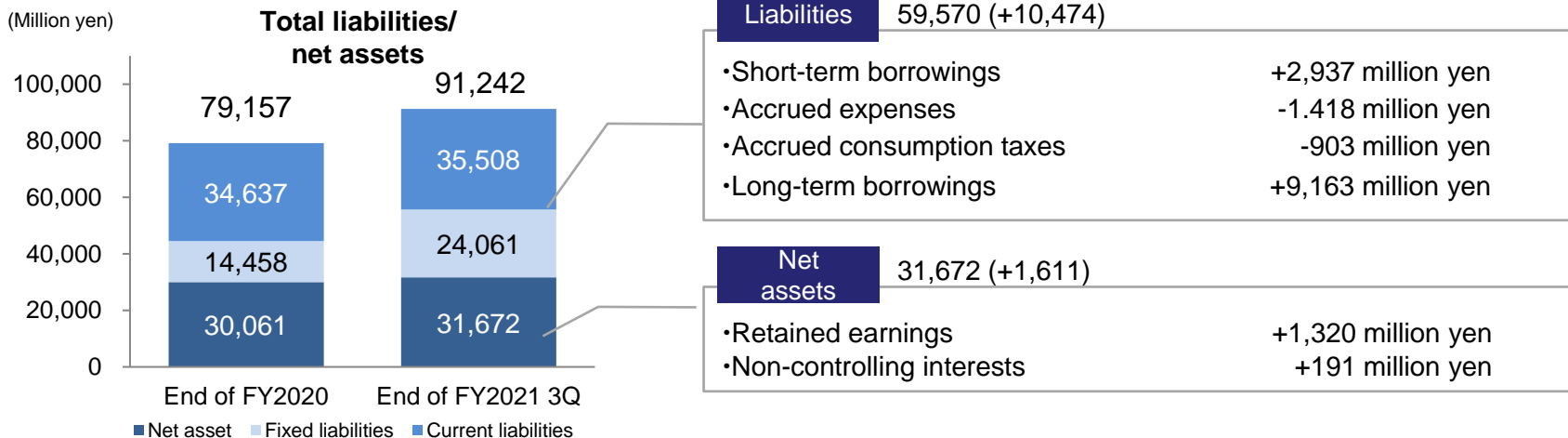
# Financial Condition B/S

- Total assets increased as we procured real estate property with future profitability while conducting business operations carefully.

(Million yen)



(Million yen)







## II. Outlook for the Term Ending Dec. 2021

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# FY2021 Business Forecast

- We **upwardly revised** the full-year business forecast, considering the good performance of our mainstay Human Resources and Education Business.
- Net income attributable to owners of parent in the previous term includes the impact from the review of deferred tax assets due to the sale and merger of subsidiaries.

Unit: Million yen, %	Results for the term ended Dec. 2020	Initial estimate for the term ending Dec. 2021	Revised estimate for the term ending Dec. 2021	YoY	
				Change	Pct. Change
Net sales	143,571	<b>150,194</b>	<b>151,354</b>	<b>7,782</b>	<b>5.4%</b>
Operating income	6,251	<b>6,465</b>	<b>7,316</b>	<b>1,064</b>	<b>17.0%</b>
Ordinary income	6,786	<b>6,388</b>	<b>7,547</b>	760	11.2%
Net income attributable to owners of parent	5,913	<b>4,573</b>	<b>4,931</b>	-982	-16.6
EPS (yen)	341.35	<b>262.02</b>	<b>282.44</b>	-58.91	-17.3
Dividend per share (yen)	101.7	<b>78.7</b>	<b>84.8</b>	-16.9	-16.6

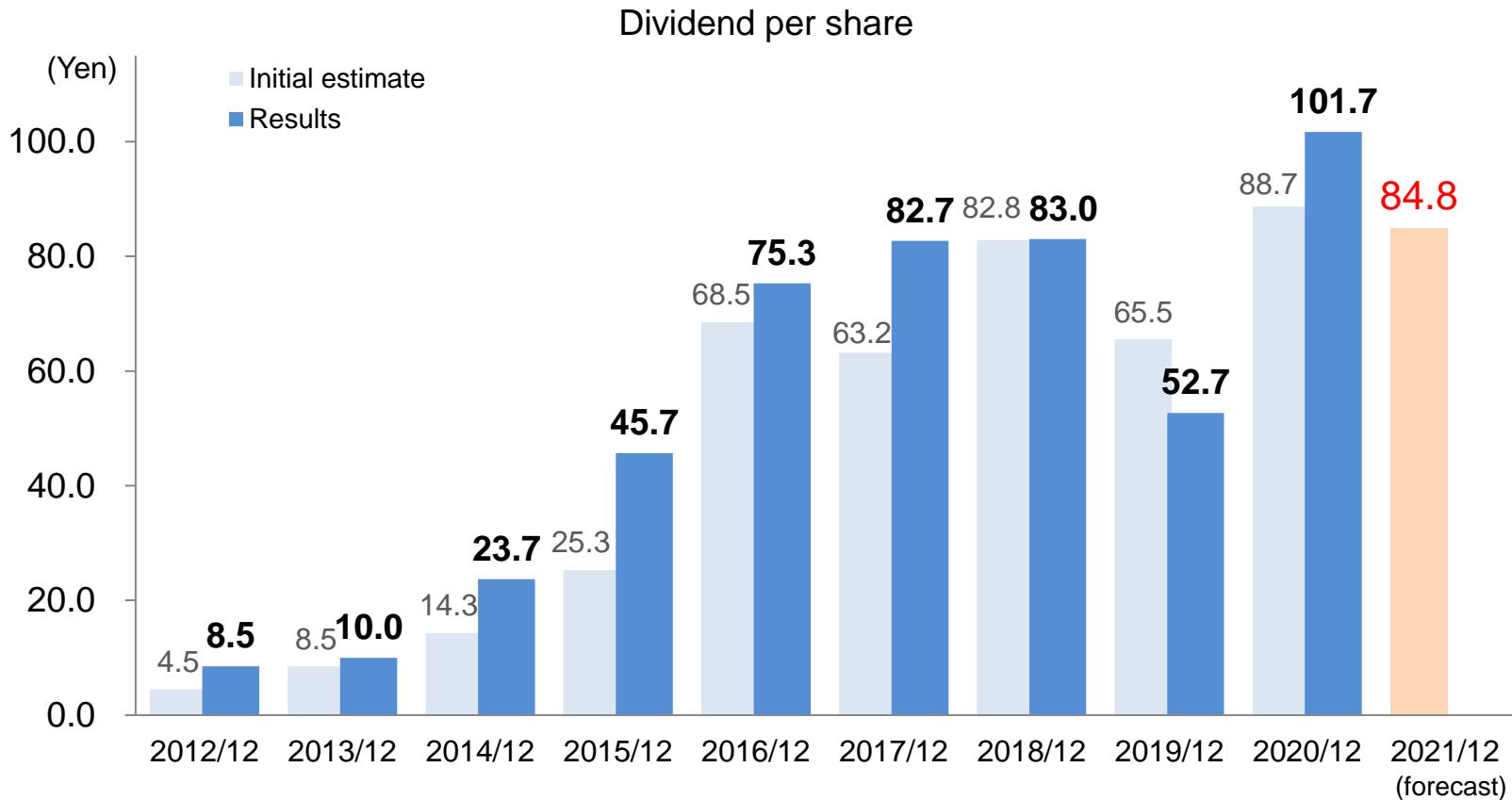
# FY2021 Full-year Business Forecast by Segment

- The performance of our mainstay Human Resources and Education Business is expected to exceed the results in the previous term, thanks to the healthy performance of the Factory Business and the structural reform and special demand in the Sales & Marketing Business.
- The profit margin of the Real Estate Business is expected to exceed the results in the previous term, due to meticulous marketing although the outlook for the market is uncertain.

Unit: Million yen, %			Results for the term ended Dec. 2020	(Profit margin)	Initial estimate for the term ending Dec. 2021	Revised estimate for the term ending Dec. 2021	(Profit margin)	YoY	
								Change	Pct. Change
Human Resources and Education Business	Factory Business	Net sales	55,102		65,964	68,645		13,543	24.6%
		Segment income	2,632	(4.8%)	3,476	3,270	(4.8%)	638	24.2%
	Technology Business	Net sales	17,003		18,135	18,474		1,471	8.7%
		Segment income	2,019	(11.9%)	1,908	2,200	(11.9%)	181	9.0%
	R&D Business	Net sales	7,200		7,876	8,051		851	11.8%
		Segment income	843	(11.7%)	849	934	(11.6%)	91	10.8%
	Sales & Marketing Business	Net sales	3,835		4,849	6,769		2,934	76.5%
		Segment income	18	(0.5%)	-23	271	(4.0%)	253	1403.9%
Total (reference)		Net sales	83,142		96,825	101,940		18,798	22.6%
		Segment income	5,515	(6.6%)	6,210	6,675	(6.5%)	1,160	21.0%
Real Estate Business	Real Estate Business	Net sales	48,081		40,363	36,509		-11,572	-24.1%
		Segment income	3,550	(7.4%)	2,167	2,915	(8.0%)	-635	-17.9%
Information and Telecommunications Business	Information and Telecommunications Business	Net sales	9,133		8,769	9,338		205	2.2%
		Segment income	240	(2.6%)	190	104	(1.1%)	-136	-56.8%
Other	Others	Net sales	3,214		4,236	3,567		353	11.0%
		Segment income	-200	(-)	170	-112	(-)	88	(-)
<b>Total</b>		Net sales	143,571		150,194	151,354		7,782	5.4%
		Elimination or corporate	-2,854		-2,274	-2,265		(-)	(-)
		Operating income	6,251	(4.4%)	6,465	7,316	(4.8%)	1,064	17.0%

# Shareholder Returns

We aim to increase dividends stably and continuously, and achieve a payout ratio of 30%.



\*The forecast and dividend estimated are based on the information that the Company has and a certain assumption that is considered reasonable. There is a possibility that the actual results may largely differ based on various factors.



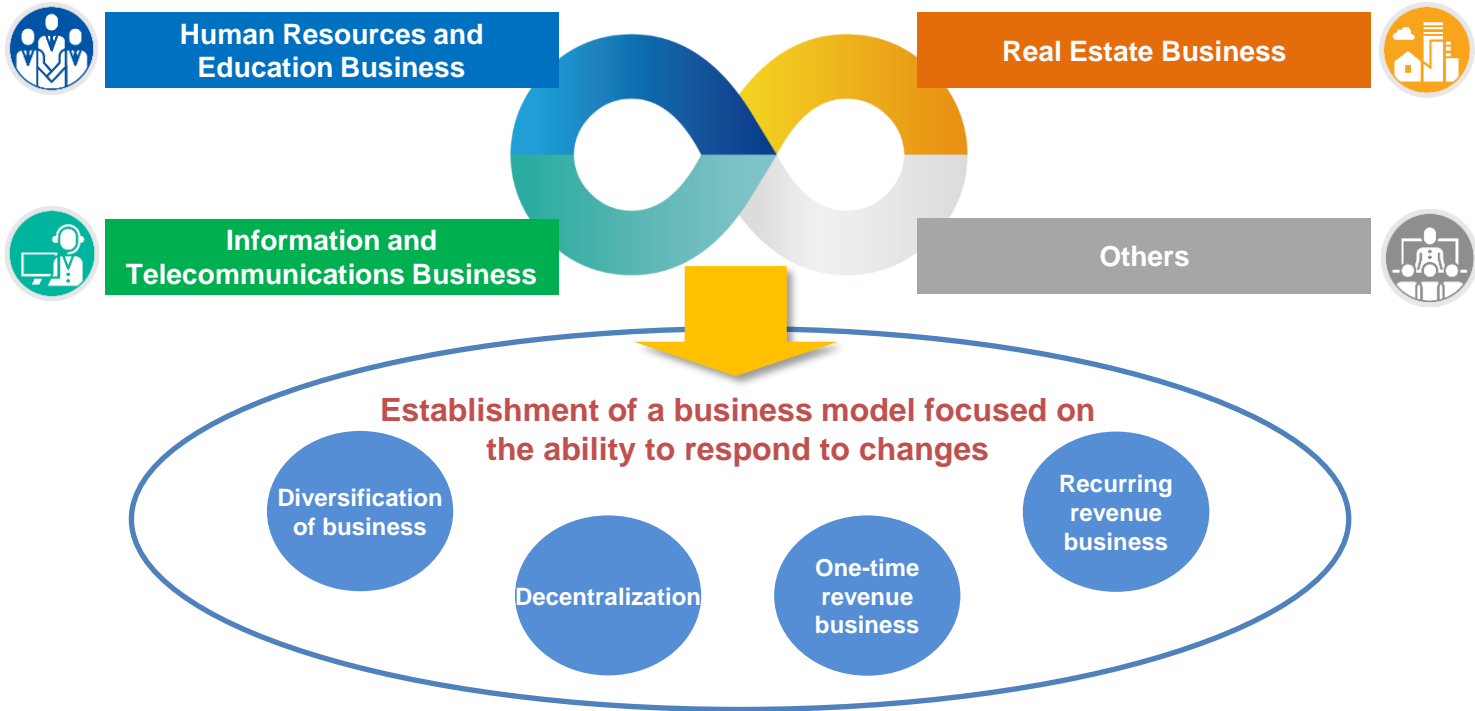
## III. Appendix

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# Profile of World Holdings

# Overall Picture of the Growth Strategies

Develop in multiple business/industries and build a well-balanced stable management base



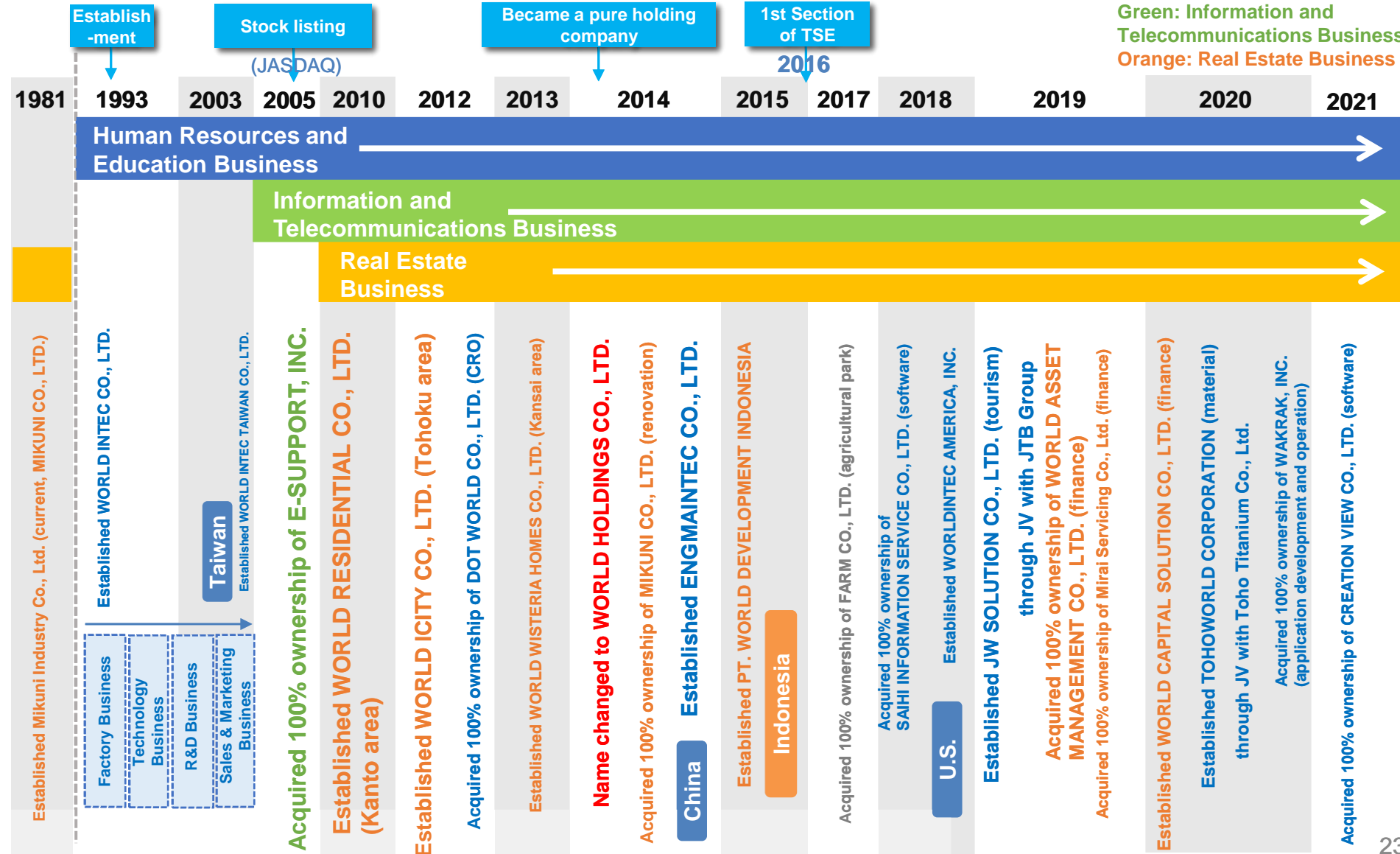
Amid fears about the re-expansion in COVID-19 infections and growing uncertainty about the future,

**Ascertain changes in the times and accurately grasp market needs to achieve growth**

# History

We have not engaged in M&As to expand size before. We have mainly engaged in M&As and revitalized companies to cultivate new business.

Blue: Human Resources and Education Business  
 Green: Information and Telecommunications Business  
 Orange: Real Estate Business



# Business Performance Trend

New Medium-term Management Plan 2021

Used internal resources for enhancing governance  
(New Medium-term Management Plan 2012 to 2016)

Created business foundation (early days)  
New Medium-term Management Plan 2007 to 2009  
Medium-term Management Plan 2010 to 2013

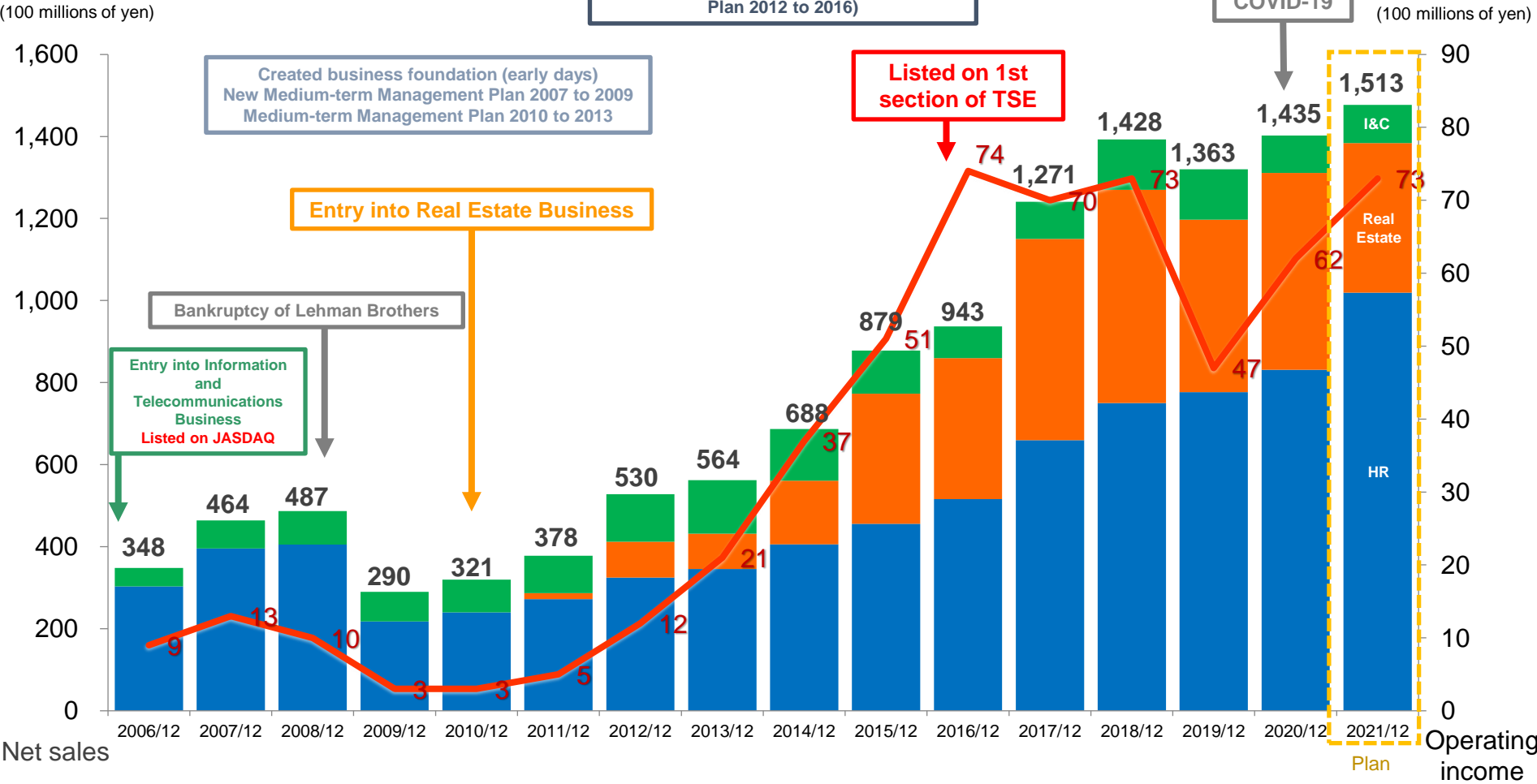
Entry into Real Estate Business

Bankruptcy of Lehman Brothers

Entry into Information and Telecommunications Business  
Listed on JASDAQ

Listed on 1st section of TSE

COVID-19






# Main Subsidiaries and Associates

## Human Resources and Education Business


Connecting people to jobs  
a new ways of working

 WORLD INTEC CO., LTD.

 WORLD STAFFING CO., LTD.

 WORLD CONSTRUCTION CO., LTD.

 DOT WORLD CO., LTD.

 JW SOLUTION CO., LTD.

 **TOHOWORLD**

 WORLD INTEC TAIWAN CO., LTD.

 **WORLD INTEC AMERICA**

 **EngmaIntec**

 GEOGRAPHIC INFORMATION OF KYUSHU, INC.

Camera & Video Repair Service  
**NIKKIEN**  
TECHNO CO., LTD.

 WORLD SYSTEM SERVICE CO., LTD.

 **CreationView Co., Ltd.**

 **Wakrak**


The  
"Ways We  
Live"

## Information and Telecommunications Business

Bring people together through new styles of  
communications with information  
technologies

 **E-SUPPORT**

 **NETWORK SOLUTION**

 **BEST IT BUSINESS CO., LTD.**


## Others

 **CROWDWEIGHT CO., LTD.**

 **ADVAN CO., LTD.**

## Real Estate Business


Connecting people with homes shaping  
the way we live through home creation

 WORLD RESIDENTIAL CO., LTD.

 WORLD ICITY CO., LTD.

 WORLD WISTERIA HOMES CO., LTD.

 NICHIMO REAL ESTATE CO., LTD.

 COMPAX CO., LTD.

 **WORLD DEVELOPMENT INDONESIA**

 **MIKUNI**

 WORLD MIKUNI CO., LTD.


 M'S WORLD CO., LTD.

 OMACHI WORLD CO., LTD.

## Finance

 WORLD ASSET MANAGEMENT CO., LTD.

 WORLD CAPITAL SOLUTION CO., LTD.

 MIRAI SERVICING CO., LTD.

**Main subsidiaries and associates: 38**

**<Consolidated: 34/Non-consolidated: 4>**

## 161 bases

- 146 bases in Japan
- 15 bases overseas (China, Taiwan, Indonesia, France, the U.S.)



# Domains of the Human Resources and Education Segment



Centered on contract and dispatch, we cover a broad range of domains centered around manufacturing with our seamless services.



**For clients**  
Our capability of meeting needs in any field all by ourselves

**Value**

**For workers**  
A wide range of job vacancies and plenty of opportunities to improve skills and develop careers  
Growth potential

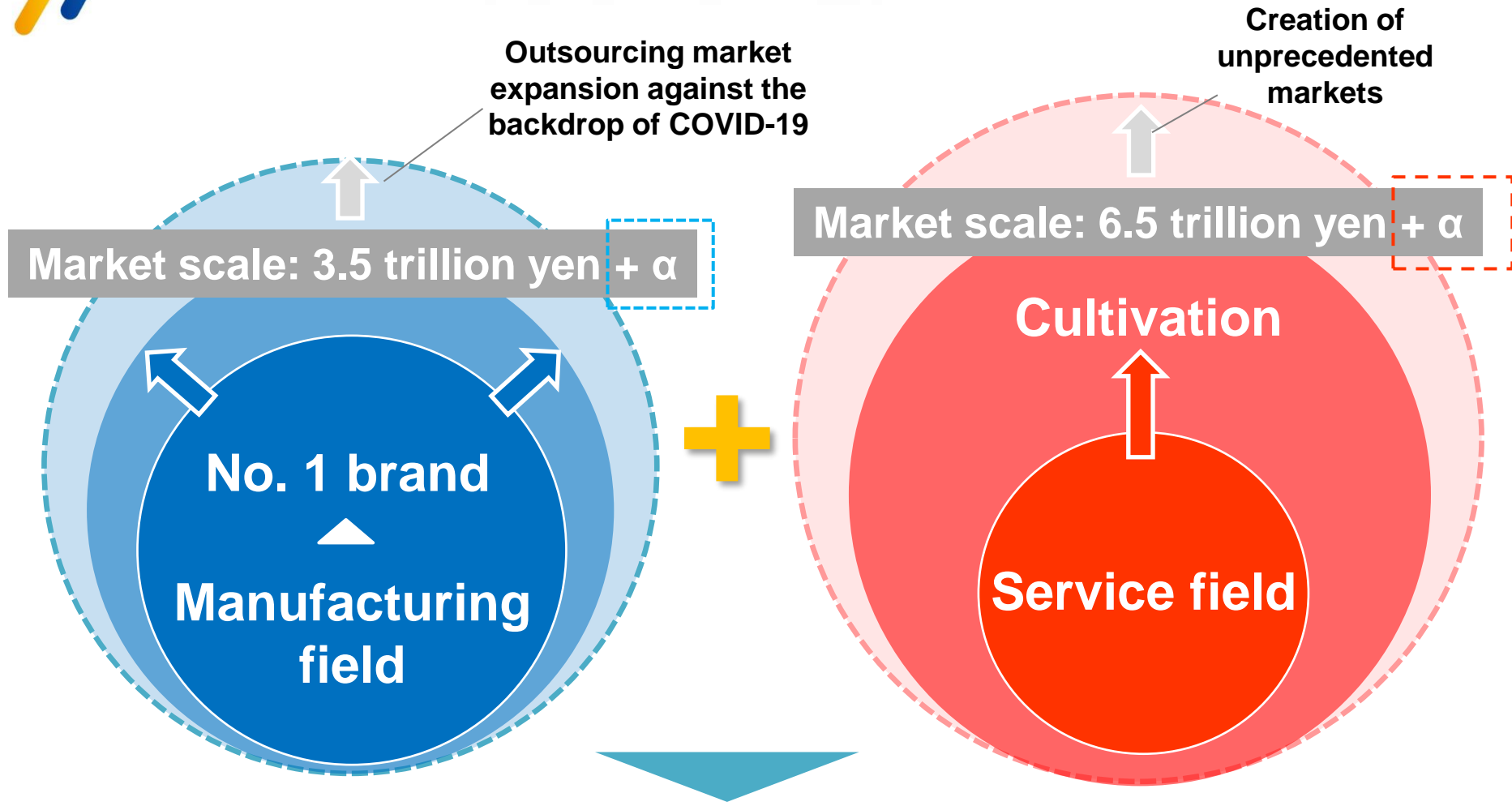
**R&D Business**  
Pharmaceutical/  
biotechnology/chemical  
researcher at CRO  
**About 1,200**

**Technology Business**  
Machinery design/system  
development engineer  
**About 2,900**

**Factory Business**  
Manufacturing/logistics  
operator  
**About 20,500**

**Sales & Marketing Business**  
Sales/light work/call  
centers, etc.  
**About 2,600**

About **27,200** workers in service \*As of the end of December 2020



**To become No.1 in the manufacturing field**

**+**

**To cultivate business in the service field**

# Domains of the Real Estate Segment



## Real estate for investment

### Development

Condominiums/Detached houses

### Commercial land development

Conduct business mainly in major cities of the Tohoku, Tokyo Metropolitan, Kinki and Kyushu areas



Residential Kamitabashi Park Gate (Tokyo)

### Real estate revitalization

Renovation  
Redevelopment

Conduct real estate revitalization business, such as renovation, around Japan.

Before



After



Distribution Brokerage

Property management

Real estate finance

Collection of receivables  
Asset management



One-time revenue business

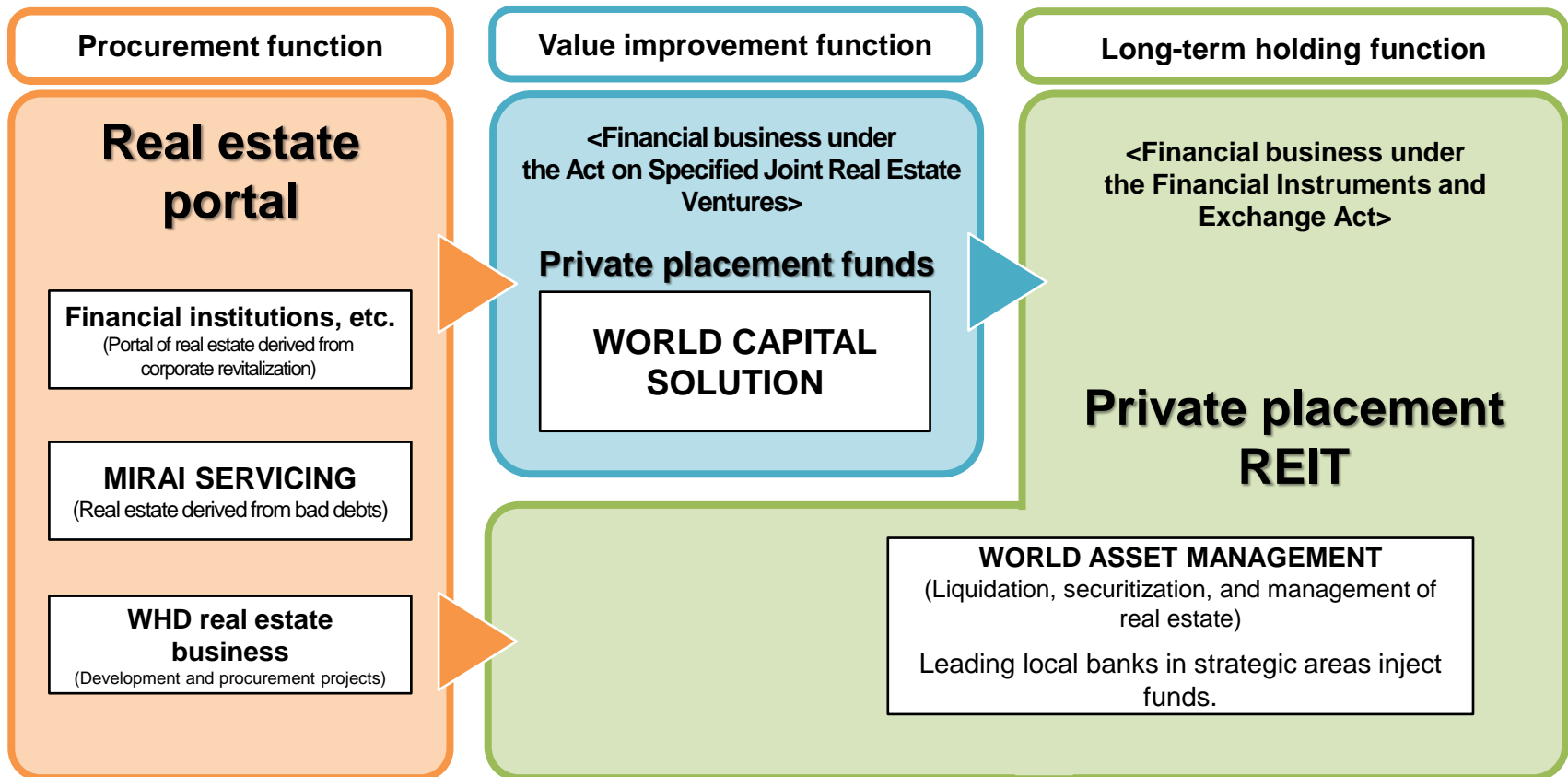
Recurring revenue

Stabilization by combining one-time revenue business and recurring revenue business and by combining areas with different business cycles

**Appropriately expand scale in the real estate for investment field and achieve growth in real estate finance**

# Future Strategies of the Real Estate Segment

**With the functions for real estate for investment and real-estate finance, we will make profitable properties off-balance-sheet (for recurring revenues), to establish a more stable management structure.**

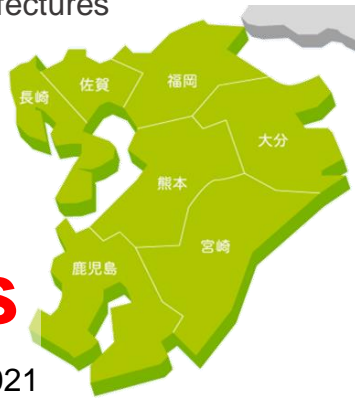


## Mobile phone shop

### The largest network of stores in Kyushu

Cell phone shops in Fukuoka, Saga, Oita, Kumamoto, Nagasaki, and Okinawa Prefectures

- Softbank Shop
- au Shop
- Y! Mobile Shop



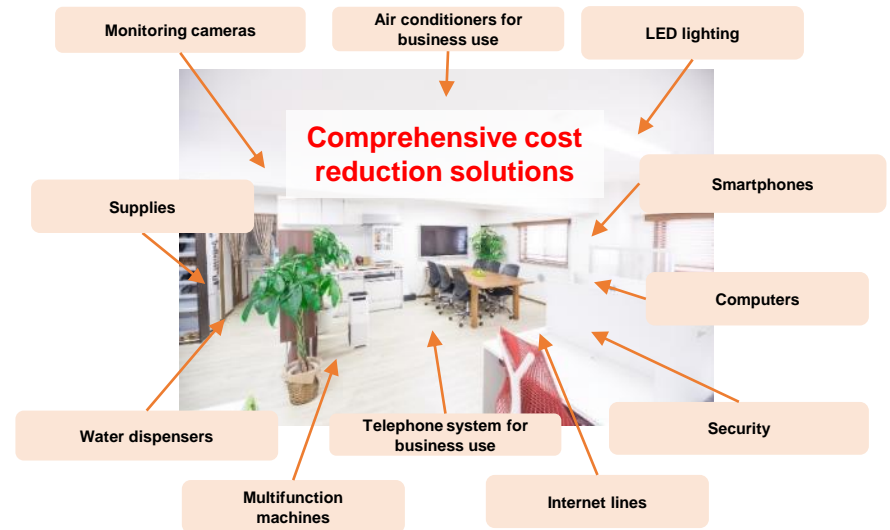
# 35 stores

As of September 2021



## Corporate solutions

We propose the reduction of costs for electric power, communications, etc. by selling our products to corporations.



## Call center

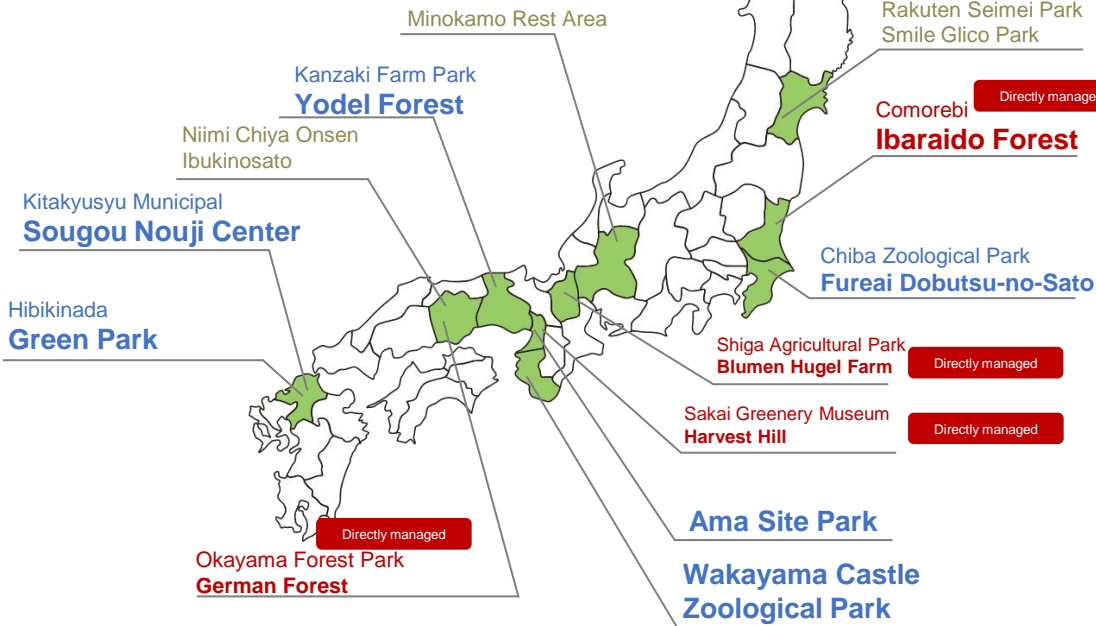
Sale of various products for individuals and corporations



# Operation and Management of Agricultural Parks, Etc.

## Operation of nature-rich agricultural parks, etc. at 13 locations around Japan

Operation of a total of 13 facilities, including 4 directly managed facilities and other entrusted facilities



We also produce and sell homemade sausages, confectionery, beers, etc.

Group synergy

Job creation and regional development

To create a broad range of jobs for local communities and vitalize and develop each region



# The “Ways We Live”



No information in this presentation is provided for the purpose of soliciting purchases or sales of our stock.

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