



WORLD
HOLDINGS

FY2021 Financial Results

Creating the Ways We Live

February 24, 2022 (Thur.)

WORLD HOLDINGS CO., LTD.

First Section of Tokyo Stock Exchange (2429)

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I. Summary of FY2021 Financial Results

Summary of Financial Results

Overall summary



- The Human Resources and Education Business, which is the mainstay, performed well, contributing to the results of the entire corporate group. **Sales and profit grew.**
- Net sales, operating income, and ordinary income **hit a record high.**

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 margin improved thanks to meticulous marketing.

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



- We had to temporarily close the flagship facility in Osaka in the busy season due to COVID-19 pandemic, but the number of visitors in the 4th quarter increased year on year, showing a recovery trend.

Summary of Financial Results

- Amid the COVID-19 pandemic, our business portfolio worked well, and our business grew steadily.
- The Human Resources and Education Business, which is our core business, contributed to the performance of the entire corporate group considerably. Accordingly, **sales and profit grew, achieving record-high net sales, operating income, and ordinary income.**
- The decline in net income is attributable to the effects of sale of the subsidiary in the previous year on taxes.

(Unit: Million yen)

	2020 actual	2021 estimate	2021 actual	Against estimate		YoY	
				Change	Pct. Change	Change	Pct. Change
Net sales	143,571	151,354	154,704	3,350	2.2%	11,133	7.8%
Operating income	6,251	7,316	7,481	165	2.3%	1,230	19.7%
Ordinary income	6,786	7,547	7,738	191	2.5%	951	14.0%
Net income attributable to owners of parent	5,913	4,931	4,626	-304	-6.2%	-1,286	-21.8%

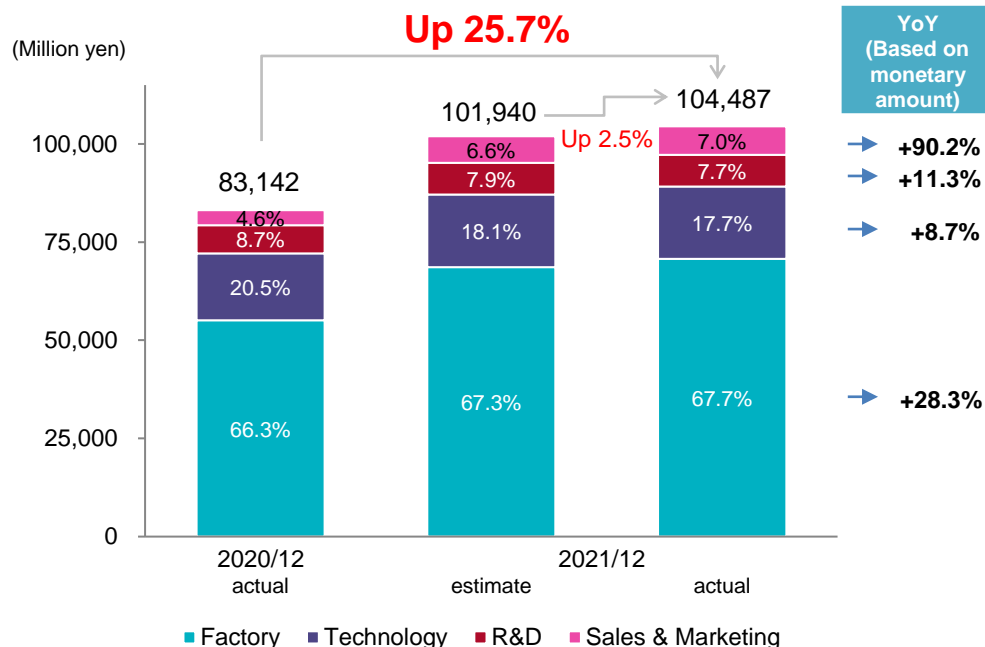
Overview of Business Results by Segment

			2020 actual	2021 estimate	2021 actual	Against estimate		YoY	
						Change	Pct. Change	Change	Pct. Change
Human Resources and Education Business	Factory Business	Net sales	55,102	68,645	70,707	2,062	3.0%	15,604	28.3%
		Segment income	2,632	3,270	3,631	361	11.0%	998	37.9%
		(Profit margin)	(4.8%)	(4.8%)	(5.1%)				
	Technology Business	Net sales	17,003	18,474	18,474	0	0.0%	1,471	8.7%
		Segment income	2,019	2,199	2,233	33	1.5%	214	10.6%
		(Profit margin)	(11.9%)	(11.9%)	(12.1%)				
	R&D Business	Net sales	7,200	8,051	8,012	-39	-0.5%	811	11.3%
		Segment income	843	933	885	-48	-5.1%	42	5.0%
		(Profit margin)	(11.7%)	(11.6%)	(11.1%)				
	Sales & Marketing Business	Net sales	3,835	6,769	7,293	524	7.7%	3,457	90.2%
		Segment income	18	271	352	81	30.1%	334	1,812.2%
(Profit margin)		(0.5%)	(4.8%)	(1.8%)					
Total (reference)		Net sales	83,142	101,940	104,487	2,546	2.5%	21,344	25.7%
		Segment income	5,515	6,675	7,104	429	6.4%	1,589	28.8%
		(Profit margin)	(6.6%)	(6.5%)	(6.8%)				
Real Estate Business	Real Estate Business	Net sales	48,081	36,509	36,977	468	1.3%	-11,103	-23.1%
		Segment income	3,550	2,915	2,977	62	2.1%	-572	-16.1%
		(Profit margin)	(7.4%)	(8.0%)	(8.1%)				
Information and Telecommunications Business	Information and Telecommunications Business	Net sales	9,133	9,338	9,367	29	0.3%	233	2.6%
		Segment income	240	104	118	14	13.8%	-122	-50.8%
		(Profit margin)	(2.6%)	(1.1%)	(1.3%)				
Other	Others	Net sales	3,214	3,567	3,872	305	8.6%	658	20.5%
		Segment income	-200	-112	6	119	-	206	-
		(Profit margin)	-	-	(0.2%)				
Total		Net sales	143,571	151,354	154,704	3,350	2.2%	11,133	7.8%
		Elimination or corporate	-2,854	-2,265	-2,724	-459	-	129	-
		Operating income	6,251	7,316	7,481	165	2.3%	1,230	19.7%
		(Profit margin)	(4.4%)	(4.8%)	(4.8%)				

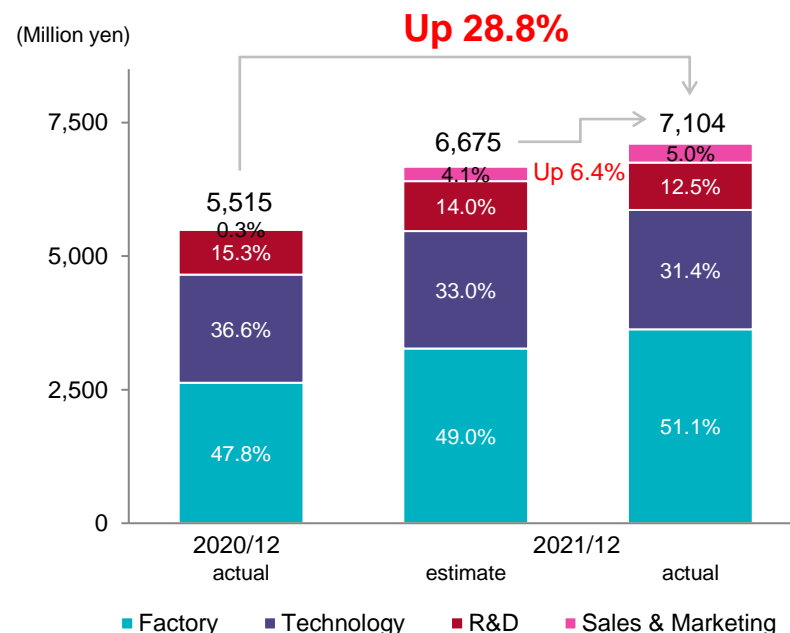
<Composition Ratio of Sales and Segment Income of Human Resources Segment>

- 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

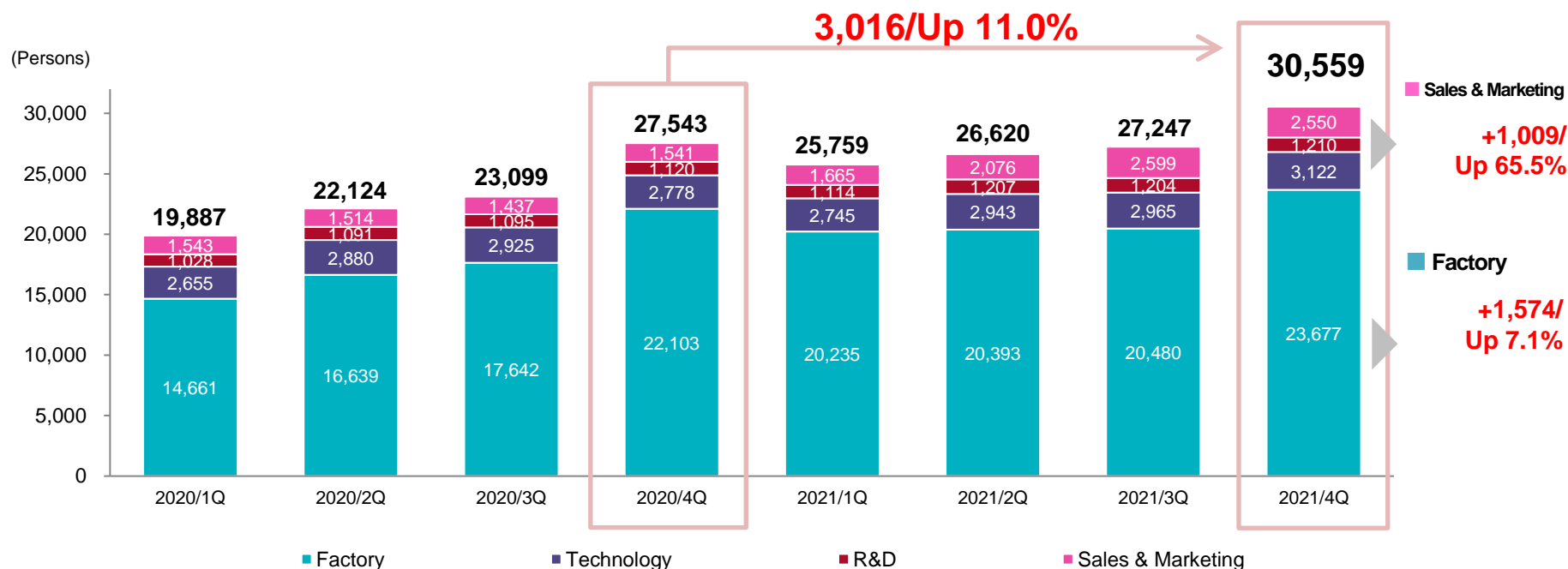


<The Number of Staff Members of Overall Human Resources Segment>

Workers in the Factory Business, which is the main business, and the Sales & Marketing 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.

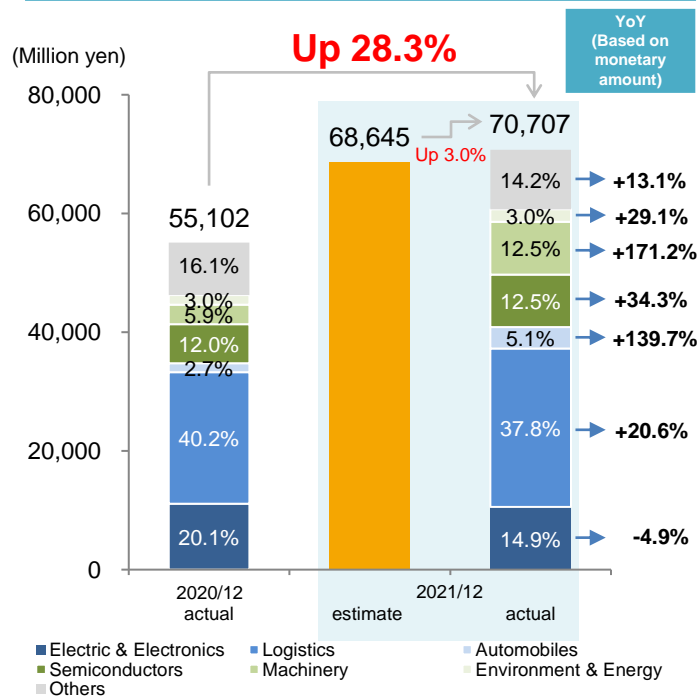
◆Variation in the number of staff (3-month average)*



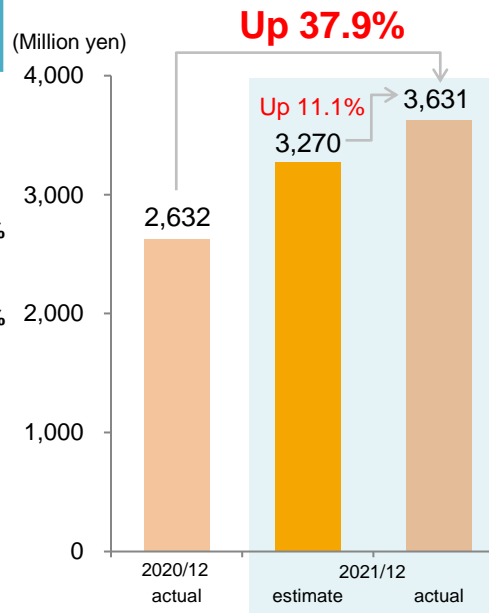
*The number of staff in the Factory Business includes external staff members accepted from other companies.

- **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.
- Amid the COVID-19 pandemic, we prioritized the retention and training of employees, so we were able to deal with orders, which increased through the economic recovery, increasing sales and profit.

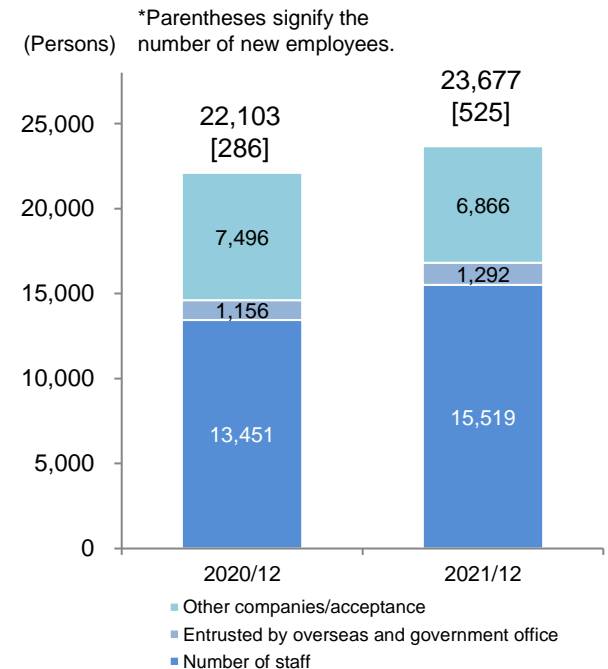
◆Sales composition



◆Segment income



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

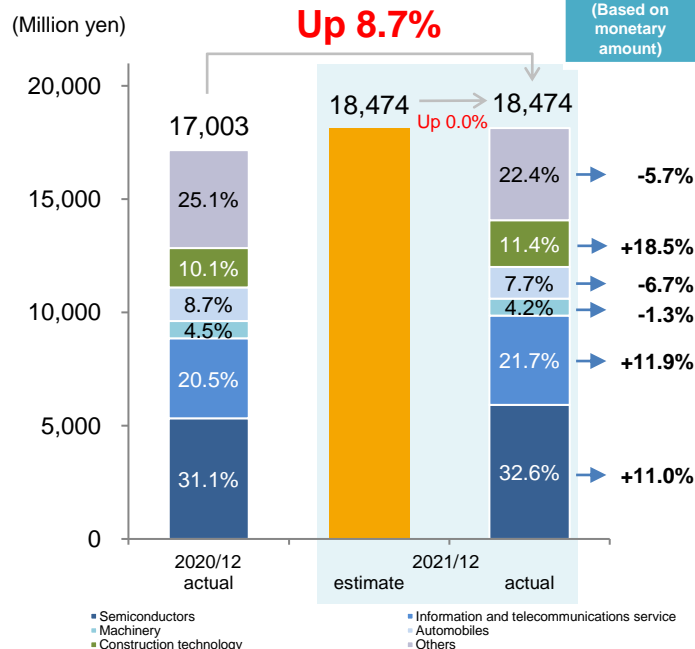


*We have not disclosed the sales estimate by segment.

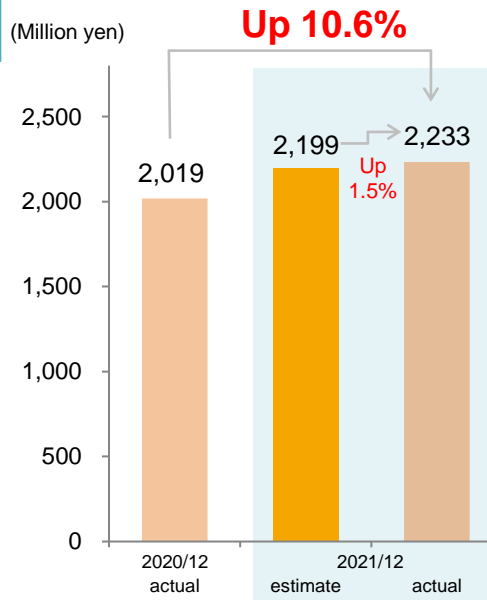
*The number of staff is a three-month average. External staff members accepted from other companies are included.
*Number of staff included only staff members who are engaged in on-site operation work.

- 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.

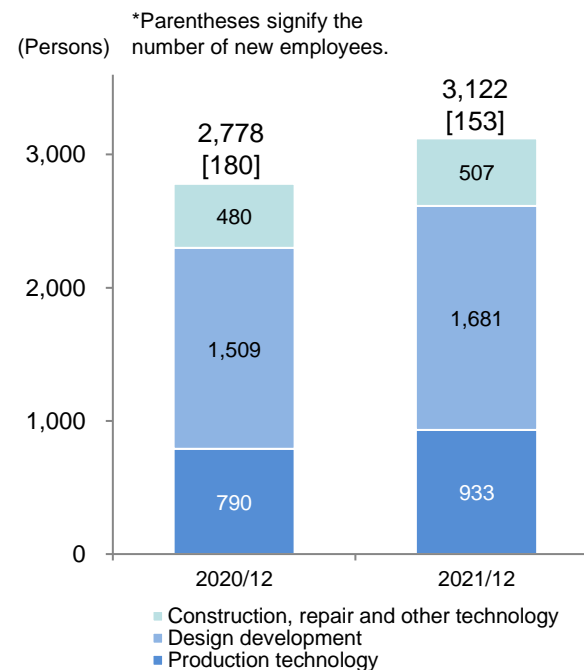
◆Sales composition



◆Segment income



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



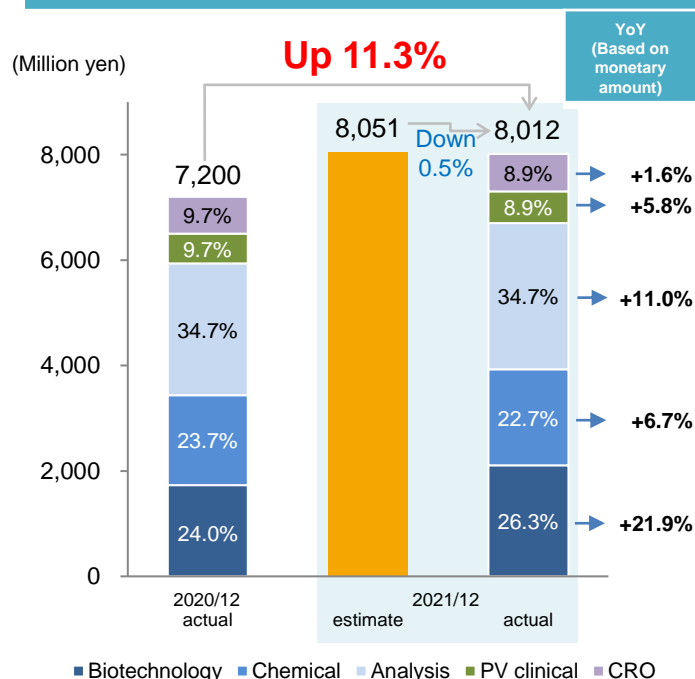
*We have not disclosed the sales estimate by segment.

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

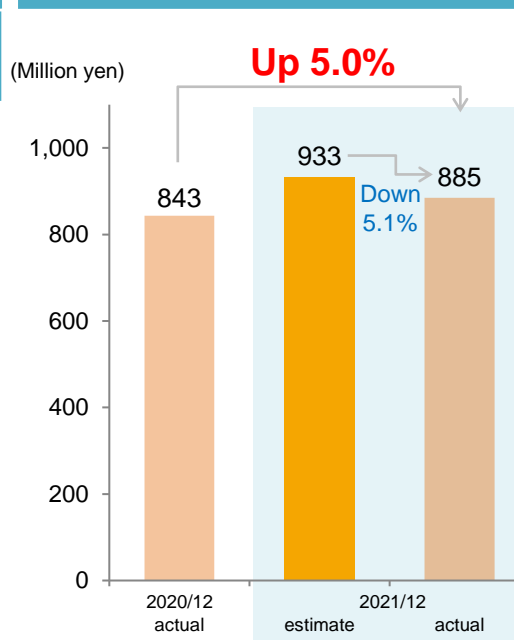
*Number of staff included only staff members who are engaged in on-site operation work.

- The engineer dispatching section, which is the mainstay, performed well as a whole in the bio, chemical, and analysis fields related to pharmaceuticals. As we tried to expand the fields where we make transactions strategically, the number of orders was at the record-high level.
- We offer advanced technologies by improving the skills of engineers by training and developing their careers through strategic assignment.

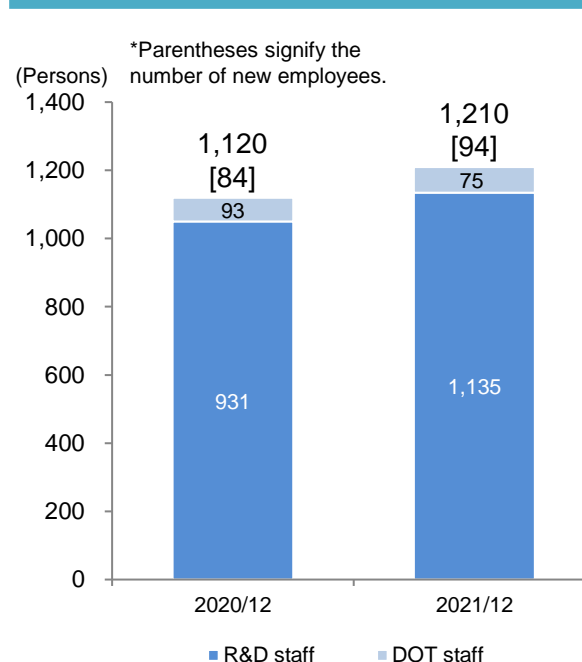
◆ Sales composition



◆ Segment income



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

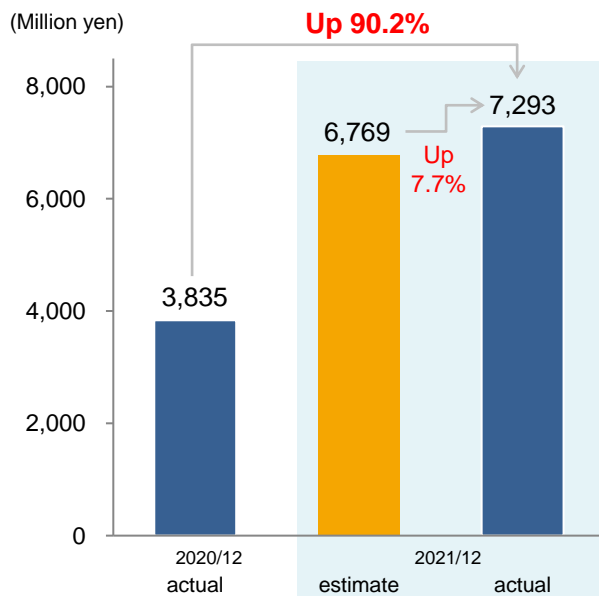


*We have not disclosed the sales estimate by segment.

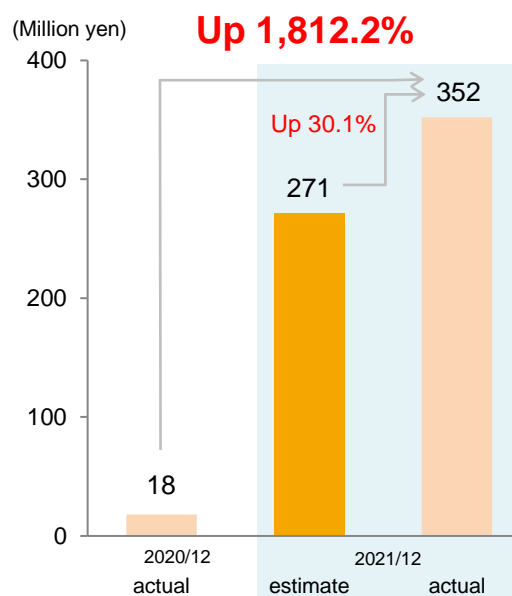
*The number of staff is a three-month average.
*Number of staff included only staff members who are engaged in on-site operation work.

- 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.

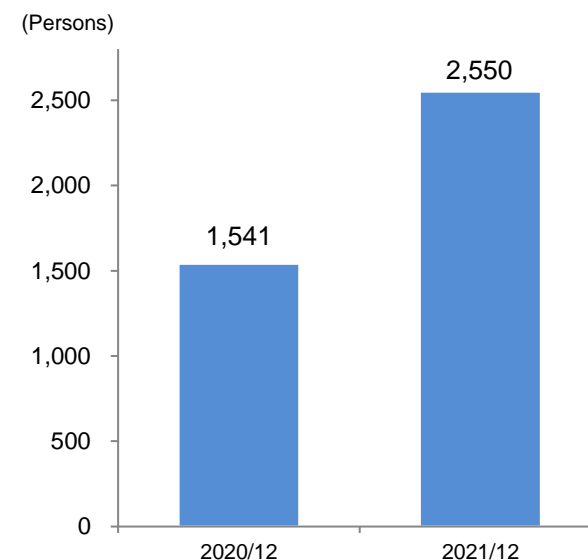
◆ Sales composition



◆ Segment income



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

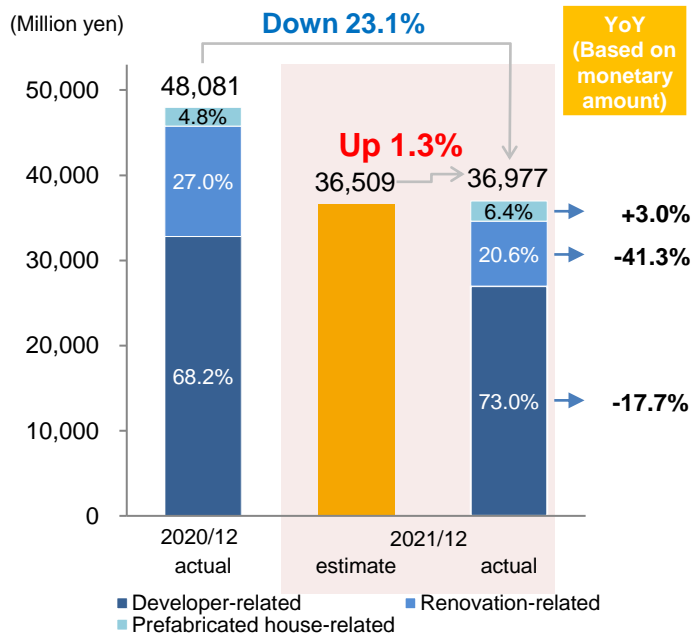


*The number of staff is a three-month average.

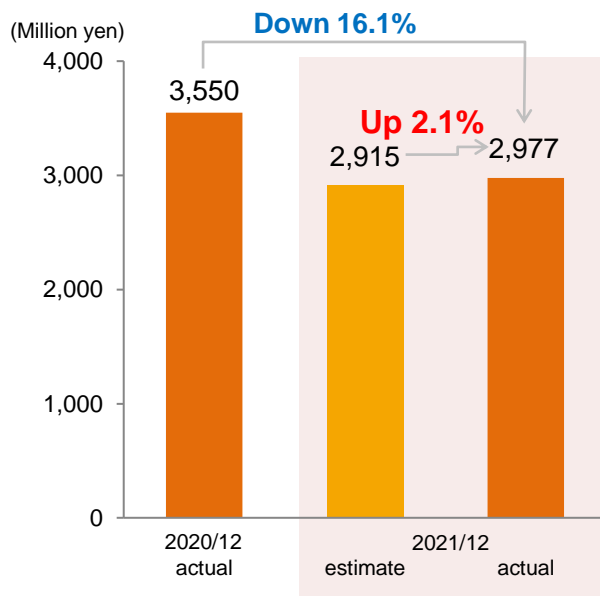
*Number of staff included only staff members who are engaged in on-site operation work.

- As real estate prices remain high, we delivered real estate steadily as planned and improved profit margin through meticulous marketing.
- 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.

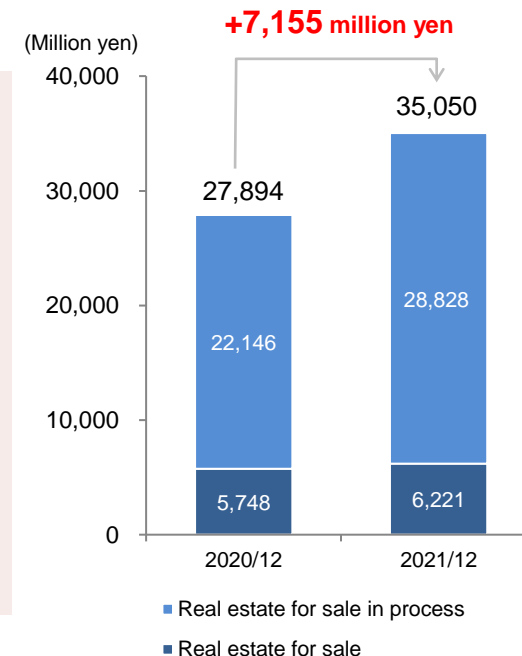
◆Sales composition



◆Segment income



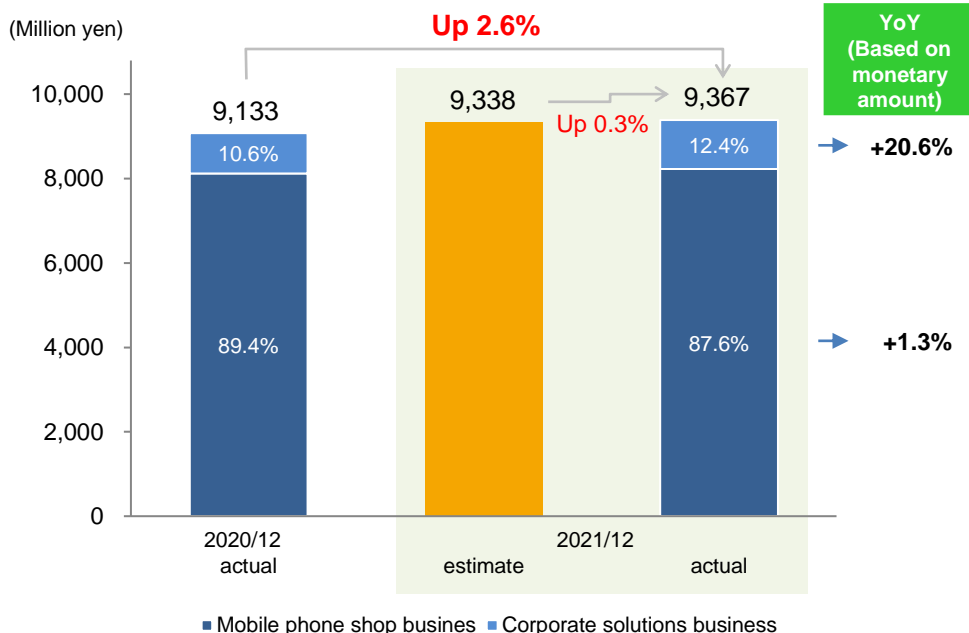
◆Real estate for sale



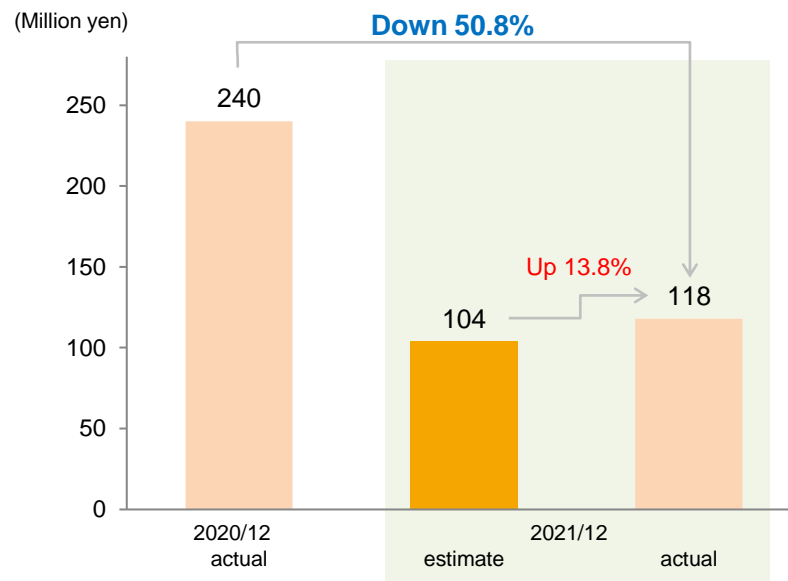
We have not disclosed the sales and segment income estimate by business segment.

- 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.

◆ Sales composition



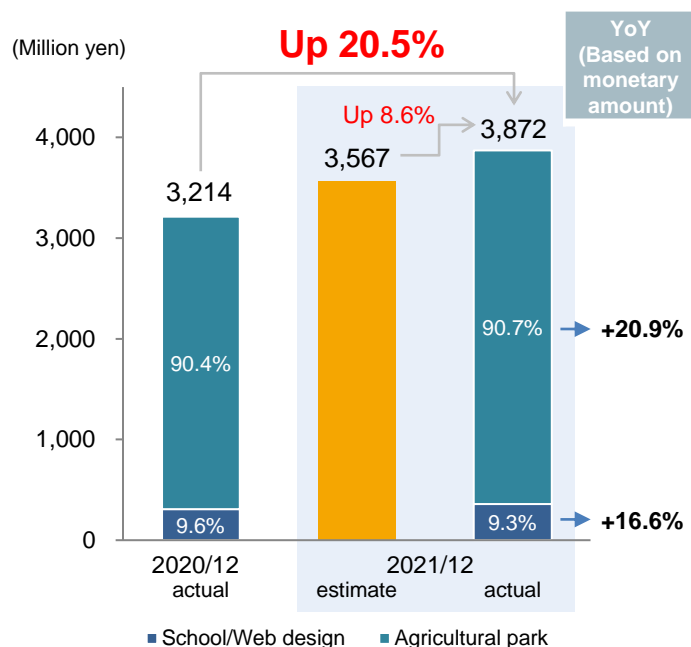
◆ Segment income



*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 busiest season in spring and summer in the wake of COVID-19.
- In the 4th quarter (Oct.-Dec.), the number of visiting customers considerably increased year on year, showing a healthy recovery trend.

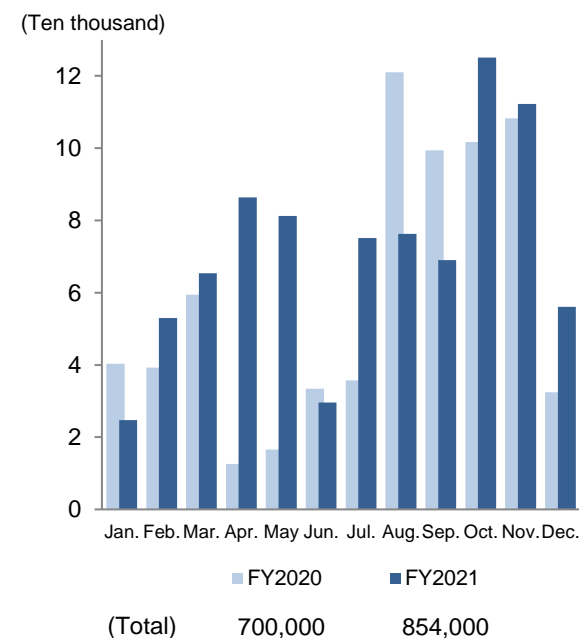
◆ Sales composition



◆ Segment income



◆ Number of visiting customers



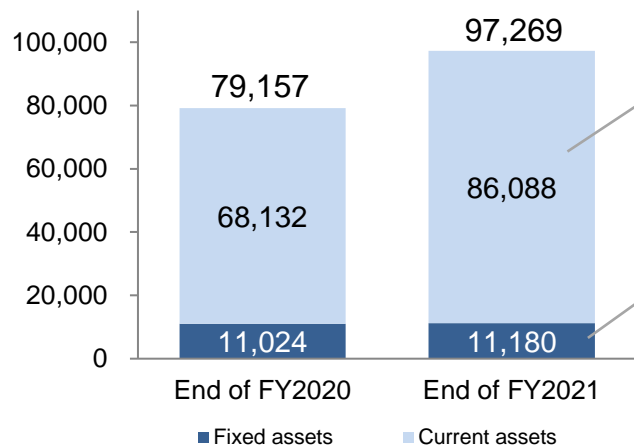
*We have not disclosed the estimate by segment.

Financial Condition B/S

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

(Million yen)

Total assets



Current assets

86,088 (+17,956)

- Cash and deposits +7,932 million yen
- Notes and accounts receivable-trade +2,889 million yen
- Real estate for sale in process +6,681 million yen

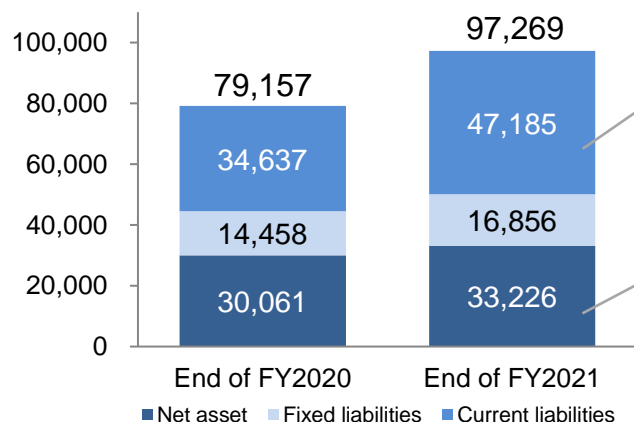
Fixed assets

11,180 (+155)

- Intangible assets +484 million yen
- Investment securities -124 million yen
- Leasehold and guarantee deposits +147 million yen
- Deferred tax assets -566 million yen

(Million yen)

Total liabilities/net assets



Liabilities

64,042 (+14,946)

- Short-term borrowings +8,245 million yen
- Advances received +987 million yen
- Long-term borrowings +1,681 million yen

Net assets

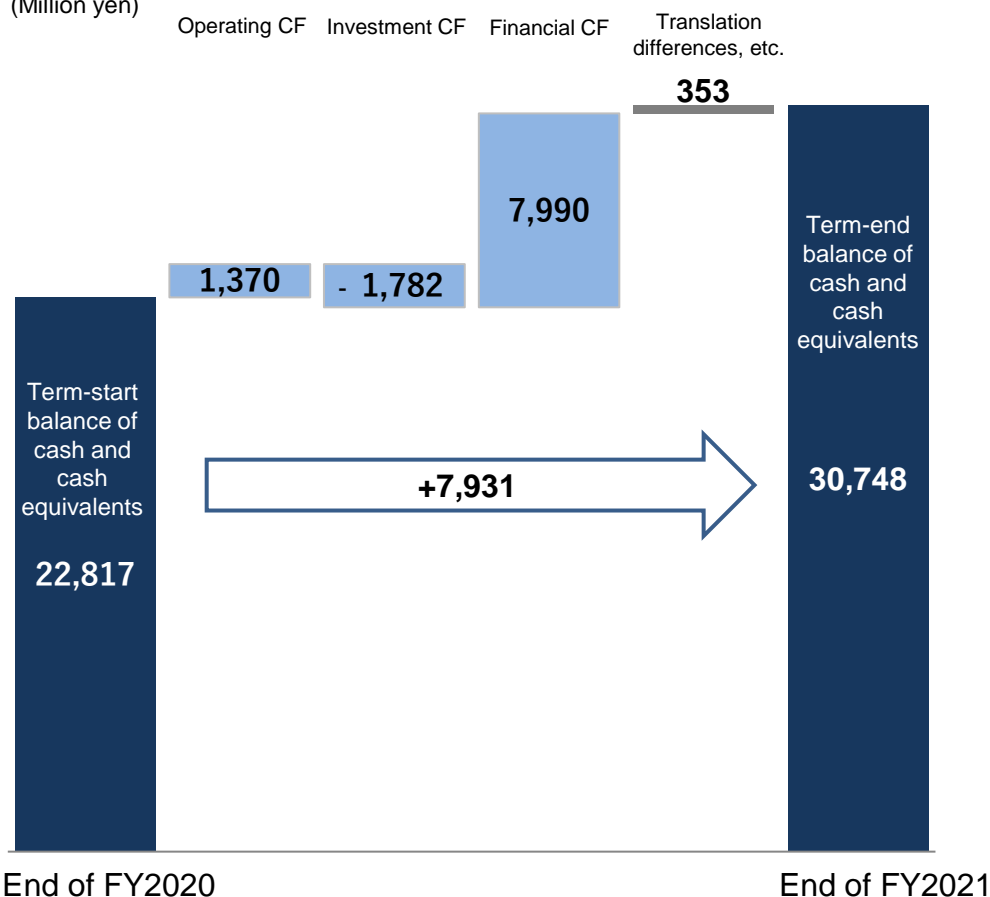
33,226 (+3,165)

- Retained earnings +2,854 million yen
- Non-controlling interests +209 million yen

Cash Flows

- The procurement of real estate progressed, and real estate for sale increased, decreasing operating CF.

(Million yen)



Operating CF

•Income before income taxes and minority interests	7,511 million yen
•Increase in trade receivables	2,448 million yen
•Increase in real estate for sale, etc.	-7,163 million yen
•Increase in other current liabilities	2,128 million yen

Investment CF

•Purchase of property, plant and equipment	-879 million yen
•Acquisition of a new consolidated subsidiary	-353 million yen
•Purchase of shares of non-consolidated subsidiaries	-169 million yen

Financial CF

•Net increase in short-term borrowings	9,167 million yen
•Proceeds from long-term borrowings	10,595 million yen
•Repayments of long-term borrowings	-9,981 million yen
•Dividends paid	-1,775 million yen



II. Outlook for the Term Ending Dec. 2022

FY2022 Business Forecast

- Recognizing the first fiscal year of the new medium-term management plan (5-year plan) as the year for upfront investment, we will invest in mainly the Human Resources and Education Business, so profit is projected to decline.

Unit: Million yen, %	Results for the term ended Dec. 2021	Initial estimate for the term ending Dec. 2022	YoY	
			Change	Pct. Change
Net sales	154,704	168,828	14,123	9.1%
Operating income	7,481	6,244	-1,237	-16.5%
Ordinary income	7,738	6,053	-1,684	-21.8%
Net income attributable to owners of parent	4,626	3,862	-763	-16.5%
EPS (yen)	265.02	221.22	-44	-16.5%
Dividend per share (yen)	79.5	66.4	-13	-16.5%

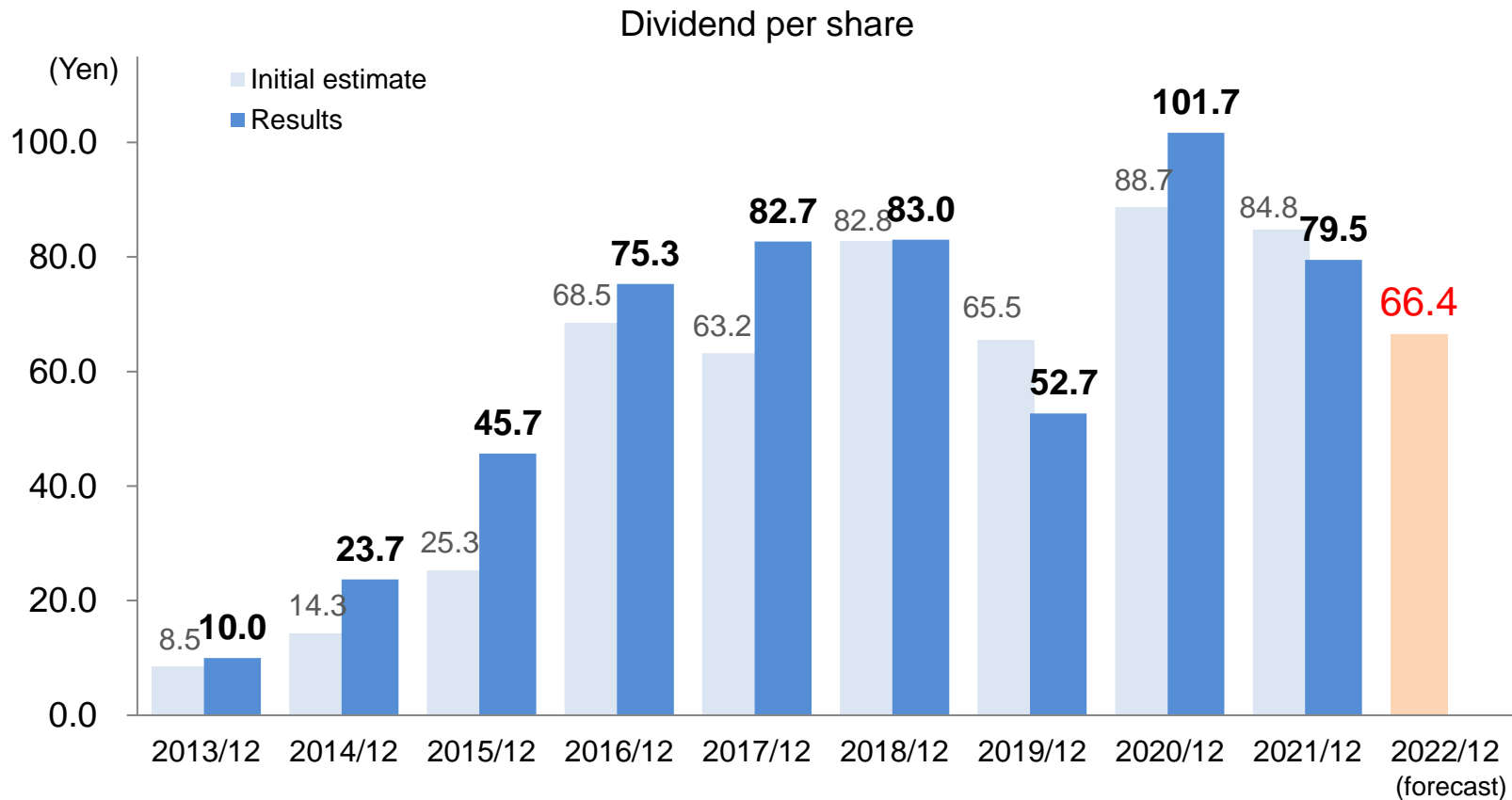
FY2022 Full-year Business Forecast by Segment

- In the **Human Resources and Education Business**, we will keep dealing with large-scale orders, **invest in recruitment and personnel training** for growth from the next fiscal year, and **invest in systems**, including a new recruitment platform.
- In the **Real Estate Business**, it is difficult to predict the market situation, so we will remain cautious and seek the next opportunity to invest.

Unit: Million yen, %		Results for the term ended Dec. 2021		Initial estimate for the term ending Dec. 2022		YoY	
		(Profit margin)		(Profit margin)		Change	Pct. Change
Human Resources and Education Business	Net sales	105,100		116,600		11,500	10.9%
	Segment income	6,548	(6.2%)	6,315	(5.4%)	-233	-3.6%
Real Estate Business	Net sales	36,575		38,438		1,863	5.1%
	Segment income	2,971	(8.1%)	1,924	(5.0%)	-1,047	-35.2%
Information and Telecommunications Business	Net sales	9,366		9,747		381	4.1%
	Segment income	118	(1.3%)	227	(2.3%)	109	92.7%
Agricultural Park Business	Net sales	3,403		4,042		639	18.8%
	Segment income	-12	(-)	158	(3.9%)	170	(-)
Net sales		154,704		168,828		14,124	9.1%
Elimination or corporate		2,144		2,380		(-)	(-)
Operating income		7,481	(4.8%)	6,244	(3.7%)	-1,237	-16.5%

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.

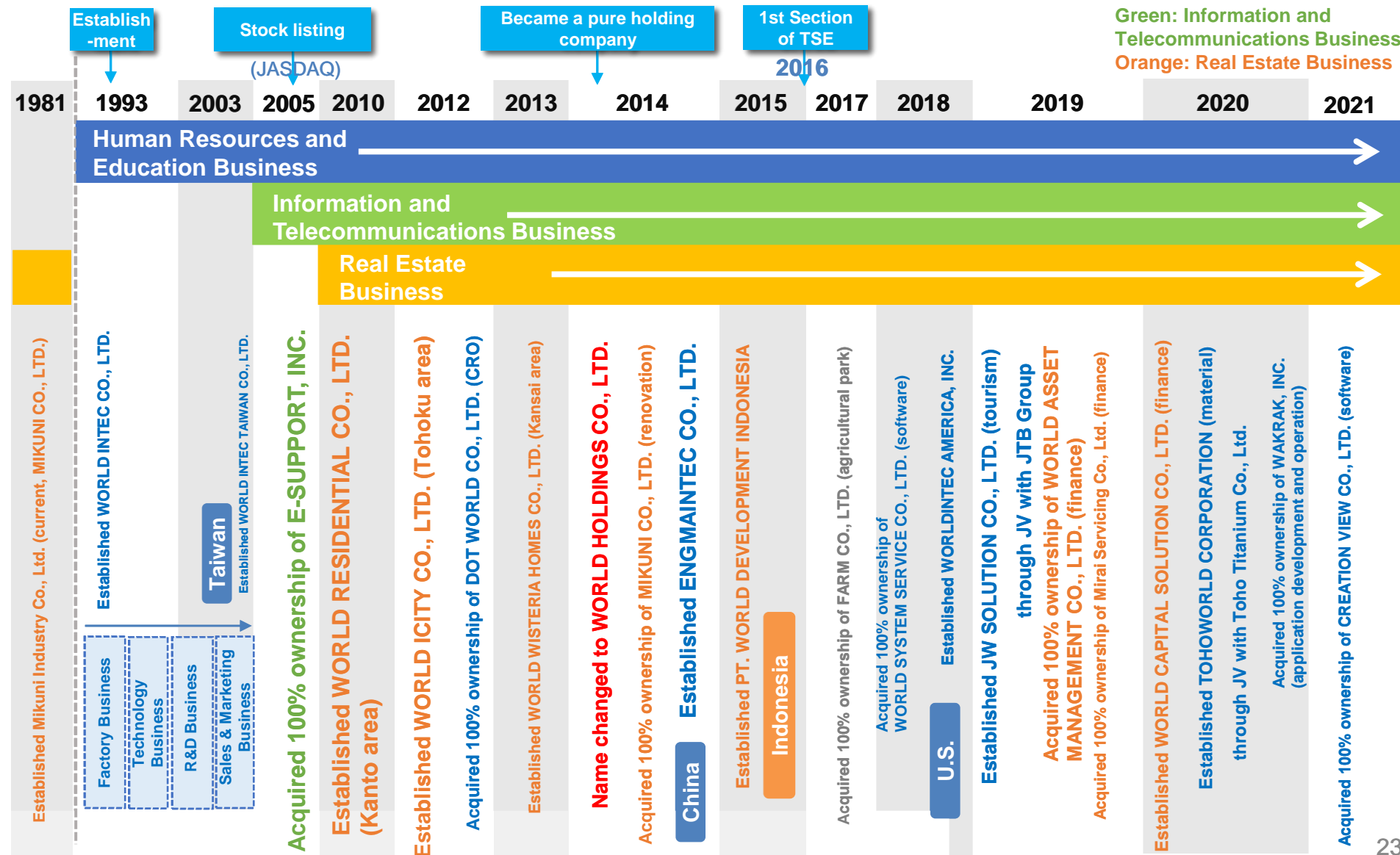


III. Appendix

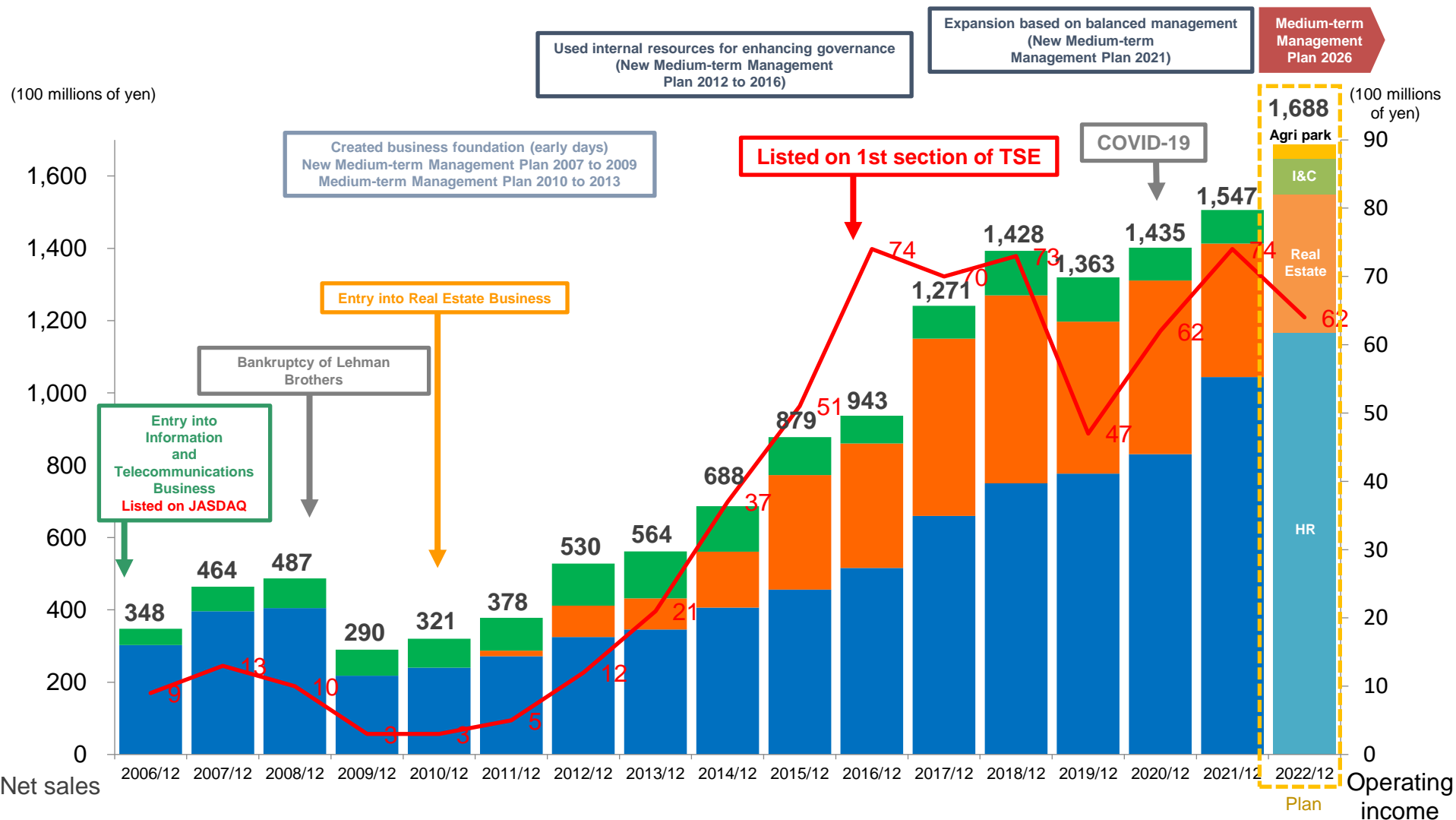
History

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



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



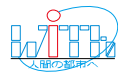
WORLD INTEC TAIWAN CO., LTD.



WORLD INTEC AMERICA



EngmaIntec



GEOGRAPHIC INFORMATION OF KYUSHU, INC.



WORLD SYSTEM SERVICE CO., LTD.



CreationViewCo.,Ltd.



The
"Ways We
Live"

Information and Telecommunications Business

Bring people together through new styles of
communications with information
technologies



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.)



Ethos Infused into the Logo



Frontier creating new value
The blue “sphere” represents the experience and trust we have accumulated, while the yellow “person” depicts our corporate stance of aiming to make a leap and evolve.

Corporate group always centered around “people”

If an idea of “the Ways We Live” is realized, the world will certainly become more comfortable, convenient, and easy to inhabit.

The “Ways We Live”



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

Furthermore, opinions, forecasts and other information not based on historical facts represent our judgments at the time this presentation was prepared.

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