Securities code: 6567
January 13, 2023

Results of Operations for the First Half of the Fiscal Year Ending May 31, 2023





SERIO HOLDINGS CO., LTD.
Hisashi Wakahama, President and CEO

家族を笑顔に!
serio

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Reference Materials

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Vision

A company that creates happiness for families

Mission



Support for work-family balance



Support for the sound growth and development of children

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Support for women for jobs and raising children

Creating job opportunities

Part-time staffing service provides jobs that match each woman's stage of life

Employment assistance
(temporary staffing, subcontracting, job placements)

Creating an environment for work

Provision of reliable child care facilities creates time for work

After-school day care
(Operation of after-school day-care facilities)

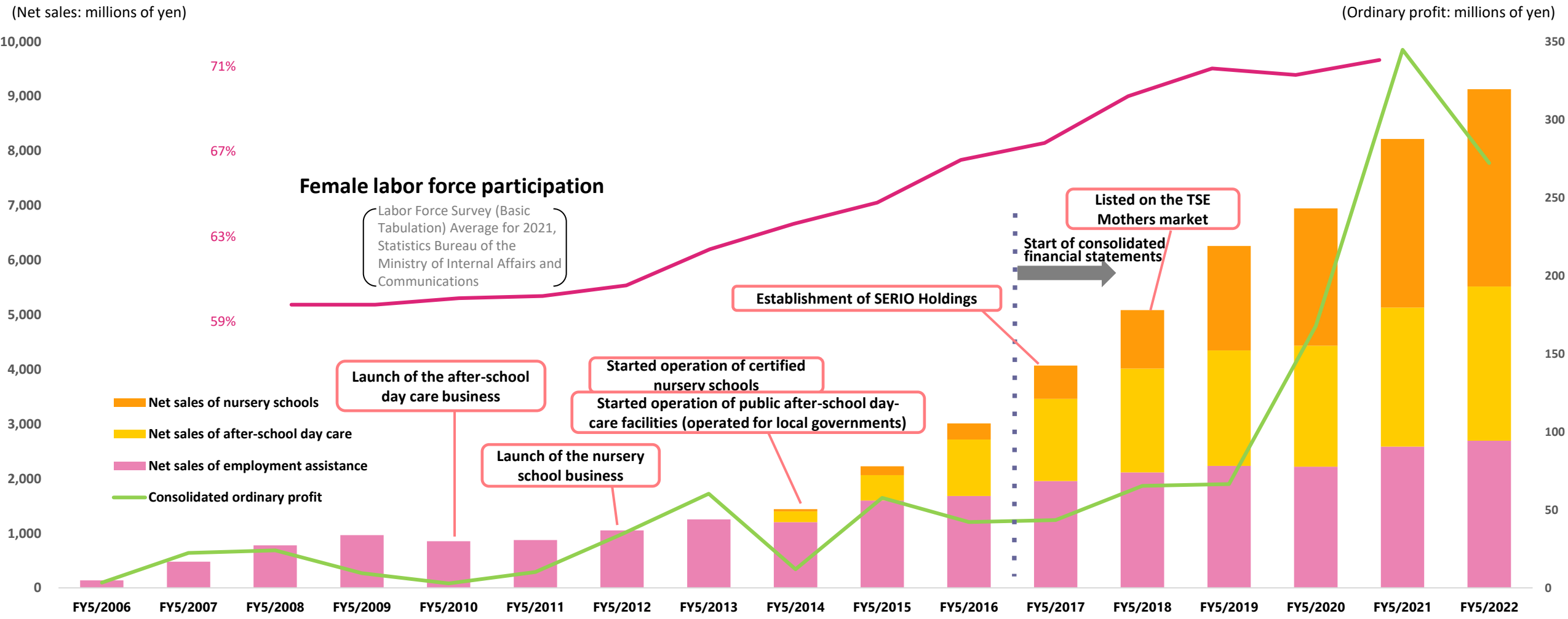
Nursery schools
(Operation of nursery schools)

Greenery business
(Greening gardens)

Nursery school segment

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Net Sales / Ordinary Profit



	FY5/2006	FY5/2007	FY5/2008	FY5/2009	FY5/2010	FY5/2011	FY5/2012	FY5/2013	FY5/2014	FY5/2015	FY5/2016	FY5/2017	FY5/2018	FY5/2019	FY5/2020	FY5/2021	FY5/2022
No. of our nursery schools							1	1	4	5	9	14	23	29	34	40	42
No. of our after-school day-care facilities	1	2	2	4	34	89	114	132	127	127	133	144	144				

→ FY5/2010 to FY5/2013: Total sales After FY5/2014: Sales by segment

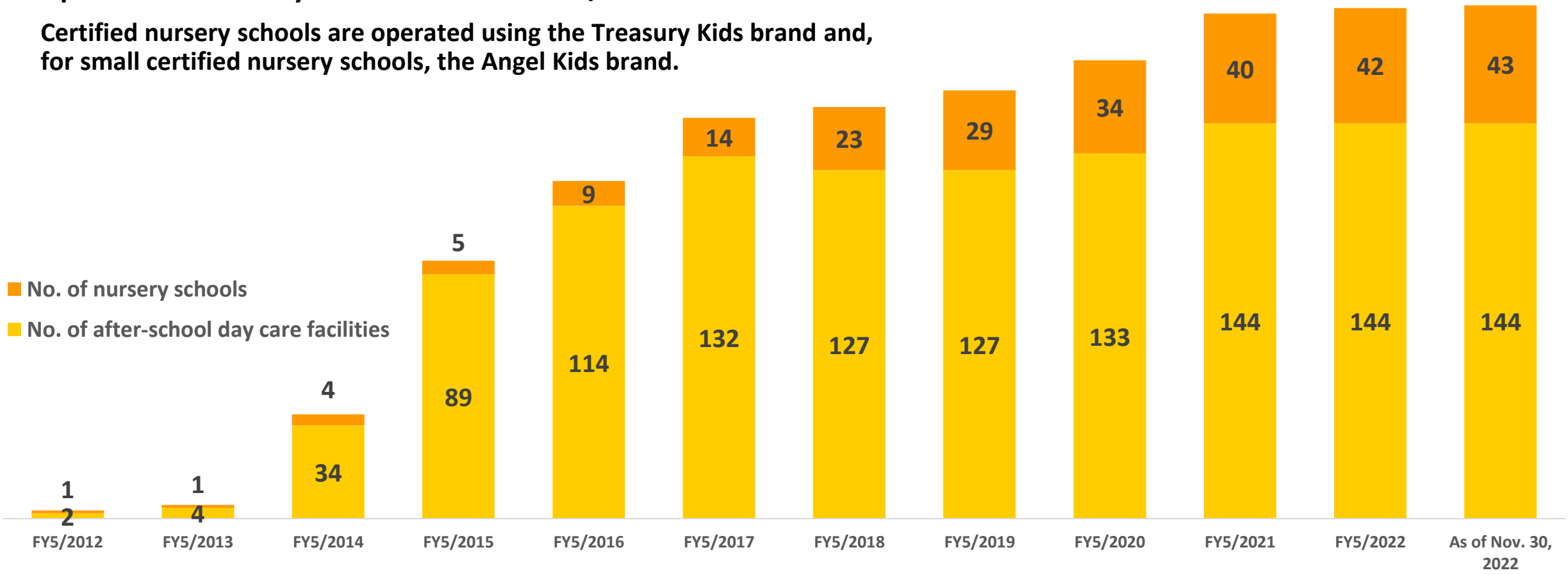
→ Jan. 2016: Started contract with audit firm

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After-school Day-care Facilities / Nursery Schools

- ✓ **As of the end of November 2022, 144 after-school day-care facilities and 43 nursery schools, a total of 187 locations (+3 locations YoY)**
- ✓ **Operation of after-school day-care facilities started in FY5/2010**
- ✓ **Operation of nursery schools started in FY5/2012**

Certified nursery schools are operated using the Treasury Kids brand and, for small certified nursery schools, the Angel Kids brand.



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- **Record-high first half sales; sales up earnings down YoY**

Sales growth was backed by more children at new and existing nursery schools. Higher cost of sales ratio as labor costs rose due to hiring more instructors to significantly raise the number of nursery school students. Lower employment assistance sales caused by the pandemic and more head office personnel for medium-term growth also held down earnings.

Net sales	¥4,755 million	(+6.1% YoY)
Gross profit	¥792 million	(-2.4% YoY)
Operating profit	¥64 million	(-50.9% YoY)
Ordinary profit	¥73 million	(-44.1% YoY)

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FY5/2023 Forecast (Revised on January 13, 2023)

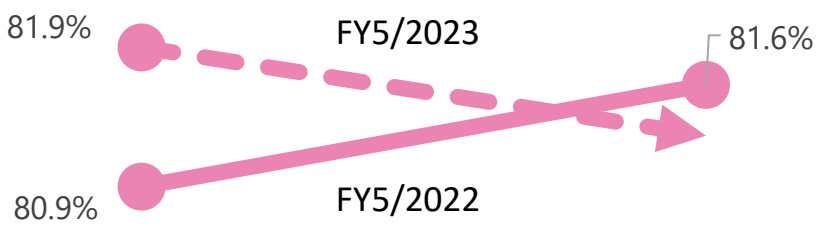
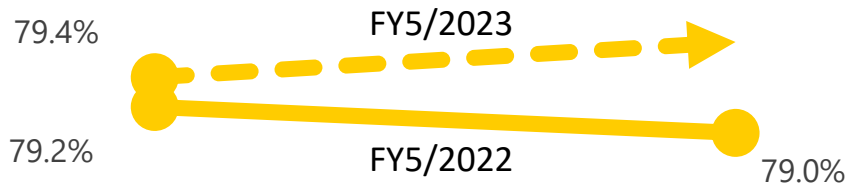
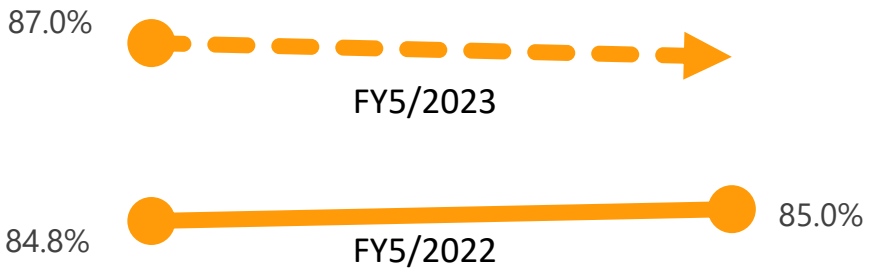
- ✓ **No change in the sales, a new record high, from the forecast announced on July 14, 2022**
- ✓ **Forecast lower earnings because of higher labor costs for adding many nursery school and day care children. Will continue investments fo new businesses, people, ICT and other activities for consistent growth**

(Millions of yen)

	FY5/2023 plan					FY5/2022	
	Revised plan	% to sales	YoY change	Initial plan	% to sales	Results	% to sales
Net sales	**9,640**	100.0%	+5.6%	9,640	100.0%	9,130	100.0%
Cost of sales	**8,022**	83.3%	+7.0%	7,849	81.4%	7,499	82.1%
Gross profit	**1,618**	16.7%	-0.8%	1,790	18.6%	1,631	17.9%
Selling, general and administrative expenses	**1,458**	15.3%	+4.3%	1,490	15.5%	1,397	15.3%
Operating profit	**160**	1.7%	-31.6%	300	3.1%	233	2.6%
Ordinary profit	**165**	1.7%	-39.4%	300	3.1%	272	3.0%
Profit attributable to owners of parent	**108**	1.1%	-37.7%	195	2.0%	173	1.9%

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FY5/2023 Cost of Sales Ratio Forecast (Revised on January 13, 2023)

	Cost of sales ratio (●: actual, ↑: forecast)		FY5/2023	
	1H	Full year	1H results	2H forecasts
Employment assistance			Down because of fewer people on temporary staffing assignments due to the pandemic	Forecast sales growth; focusing on recruiting to supply people for the growth of business at current customers and the large volume of new sources of demand
After-school day care			Higher labor costs as compensation was increased but no YoY change in the cost of sales ratio because sales increased with the number of day care children	Forecast higher labor costs, including due to acquisitions of day care facilities; April 2023 planned new locations increased from 10 to 19 (+25, -6)
Nursery schools			Higher labor costs for more instructors to handle a large increase in the number of children	No change in the cost of sales ratio; more instructors and children as the number of April 2023 planned new locations increased from 5 to 8 (+3)

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Income Statement for the First Half of FY5/2023

(Millions of yen)

	FY5/2023 plan * Announced on January 13, 2023	1H FY5/2023 results	% to sales	YoY change	Progress rate vs. FY5/2023 plan	1H FY5/2022	
						Results	% to sales
Net sales	9,640	**4,755**	100.0%	+6.1%	49.3%	4,479	100.0%
Employment assistance	2,550	**1,259**	26.5%	-5.6%	49.4%	1,334	29.8%
After-school day care	2,910	**1,467**	30.9%	+4.0%	50.4%	1,411	31.5%
Nursery schools	4,180	**2,028**	42.7%	+17.0%	48.5%	1,733	38.7%
Cost of sales	8,022	**3,962**	83.3%	+8.1%	49.4%	3,667	81.9%
Gross profit	1,618	**792**	16.7%	-2.4%	49.0%	812	18.1%
Selling, general and administrative expenses	1,458	**728**	15.3%	+6.9%	50.0%	681	15.2%
Operating profit	160	**64**	1.4%	-50.9%	40.2%	131	2.9%
Ordinary profit	165	**73**	1.5%	-44.1%	44.6%	131	2.9%
Profit attributable to owners of parent	108	**48**	1.0%	-43.9%	44.6%	85	1.9%

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Balance Sheet for the First Half of FY5/2023

(Millions of yen)

	As of May 31, 2022		As of Nov. 30, 2022		Change
	Amount	Comp.	Amount	Comp.	
Current assets	2,675	57.8%	**2,582**	55.3%	-92
Cash and deposits	1,869	40.4%	**1,785**	38.2%	-83
Non-current assets	1,951	42.2%	**2,091**	44.7%	+139
Property, plant and equipment	1,421	30.7%	**1,553**	33.2%	+131
Total assets	4,627	100.0%	**4,674**	100.0%	+46
Current liabilities	1,388	30.0%	**1,481**	31.7%	+92
Short-term borrowings	0	-	**75**	1.6%	+75
Non-current liabilities	1,176	25.4%	**1,126**	24.1%	-49
Long-term borrowings	912	19.7%	**863**	18.5%	-49
Total liabilities	2,565	55.4%	**2,608**	55.8%	+42
Net assets	2,062	44.6%	**2,066**	44.2%	+4
Total liabilities and net assets	4,627	100.0%	**4,674**	100.0%	+46

✓ **Property, plant and equipment**
Increase in construction in progress for new nursery schools

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Cash Flows for the First Half of FY5/2023

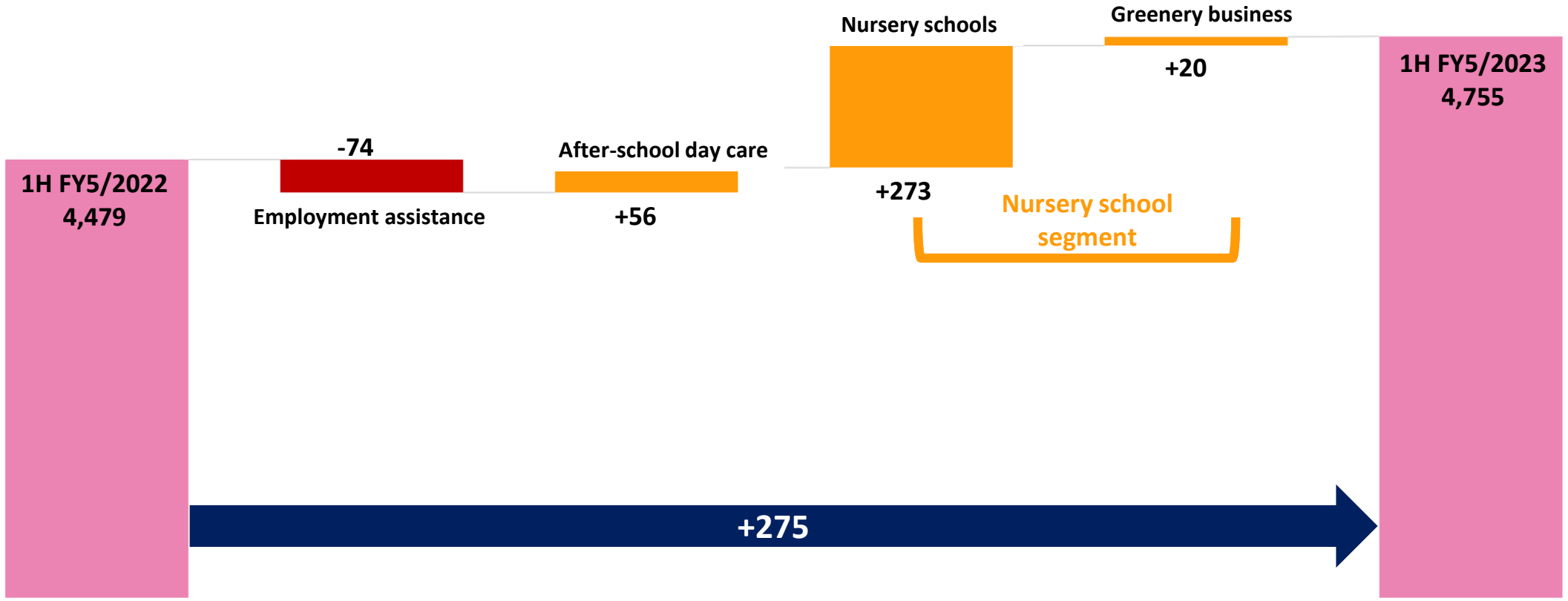
(Millions of yen)

	1H FY5/2022	**1H FY5/2023**	Change	Reason for change
Cash flows from operating activities	127	**89**	-37	Lower profits
Cash flows from investing activities	-74	**-154**	-80	Expenditures for more nursery schools
Cash flows from financing activities	-97	**-18**	+79	Timing of loans for the construction of nursery schools
Cash and cash equivalents at end of period	1,852	**1,785**	-66	-
Free cash flows	52	**-65**	-117	-

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Analysis of Year-on-Year Change in Net Sales

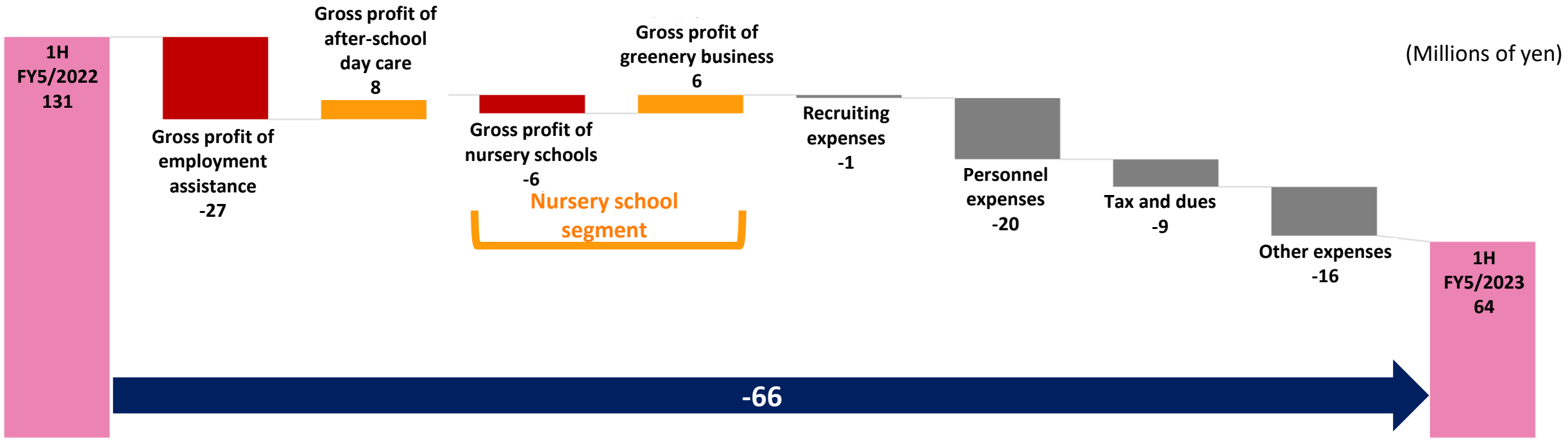
✓ **Higher sales in the nursery schools because of the increase in the number of nursery school children.** (Millions of yen)



Employment assistance	Pandemic impact of ¥32 million (infections of temp staff, customer supply chain disruptions, etc.), slow pace of recruiting temp staffing workers
After-school day care	Sales up with the number of children at existing locations and with the ability of local governments to charge in line with cost of goods sold, resulting in an increase in revenue in line with cost increases due to summer vacations
Nursery schools	More children at new locations, extensive actions throughout the year to increase children at existing locations

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Analysis of Year-on-Year Change in Operating Profit



Segment	YoY change	Gross profit
Employment assistance	-27	Caused by lower sales
After-school day care	+8	Labor costs up with higher compensation but profitability improved due to more children at existing locations
Nursery schools	±0	Sales up with the number of children but earnings unchanged because of an increase in labor costs for handling the increasing number of children. Greenery business sales are climbing steadily.

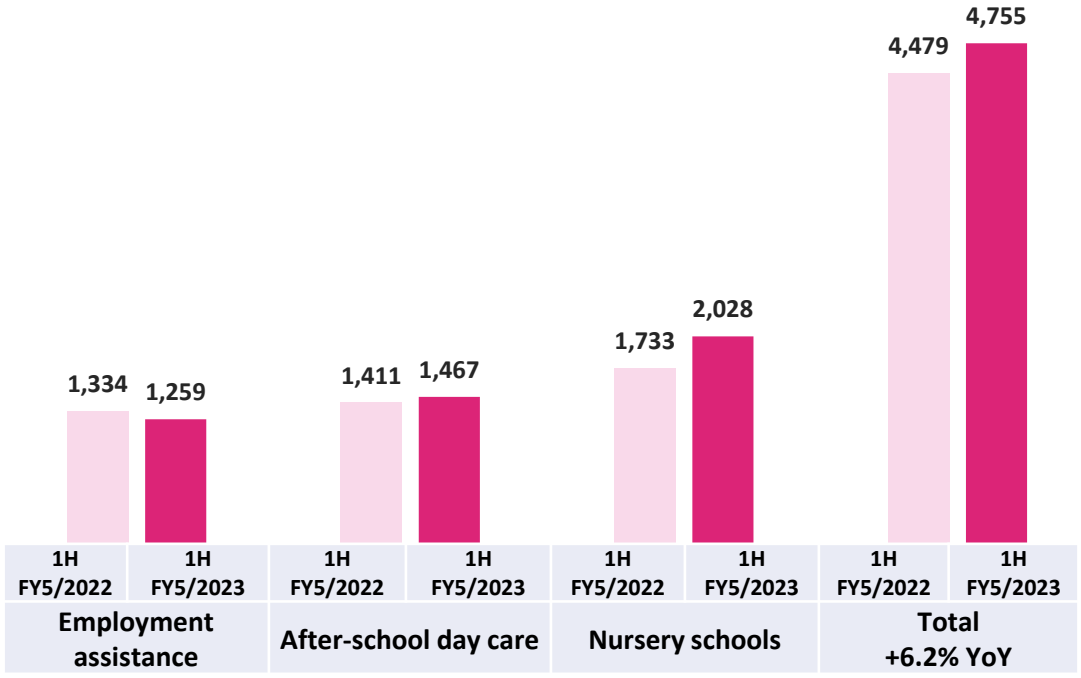
Item	YoY change	SG&A expenses
Recruiting expenses	-1	More people were hired for summer vacation day care because of the increasing number of children at after-school day care facilities; but only a small increase in SG&A expenses because of a higher employee retention rate for all businesses
Personnel expenses	-20	Up 4.4% YoY due to more head office personnel for a dominant position in the public-sector outsourcing of after-school day care market
Other expenses	-16	• Training expenses up ¥3 million YoY in accordance with the employee skill development plan • Fees paid up ¥4 million YoY for updating the invoice system and other activities

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Analysis of Year-on-Year Change in Segment Sales and Operating Profit

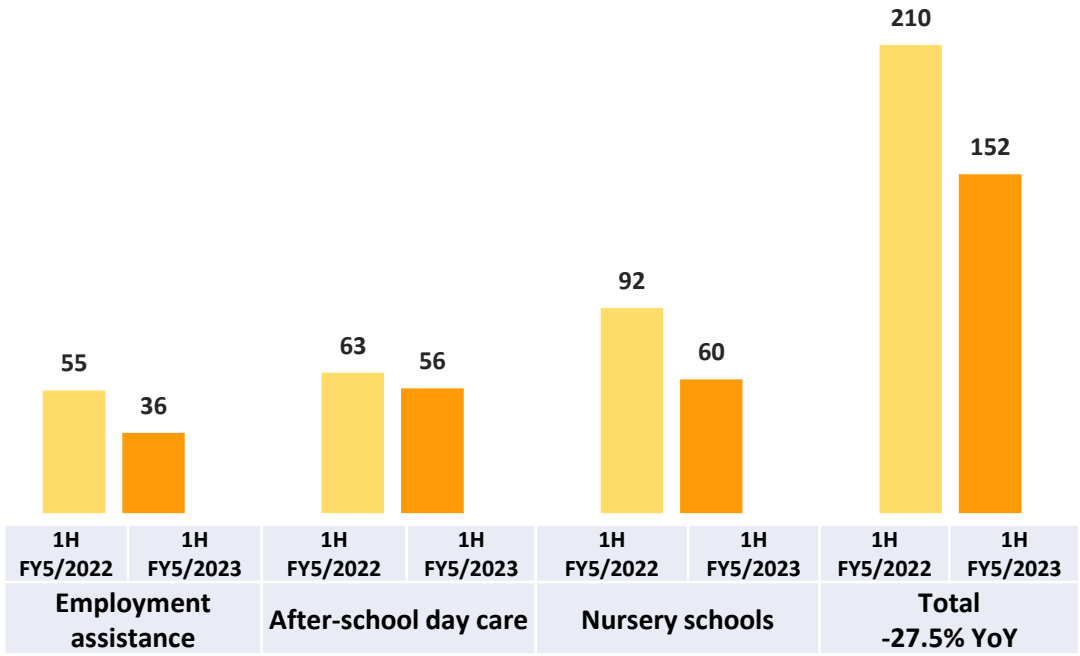
(Millions of yen)

Net Sales



(Millions of yen)

Operating Profit



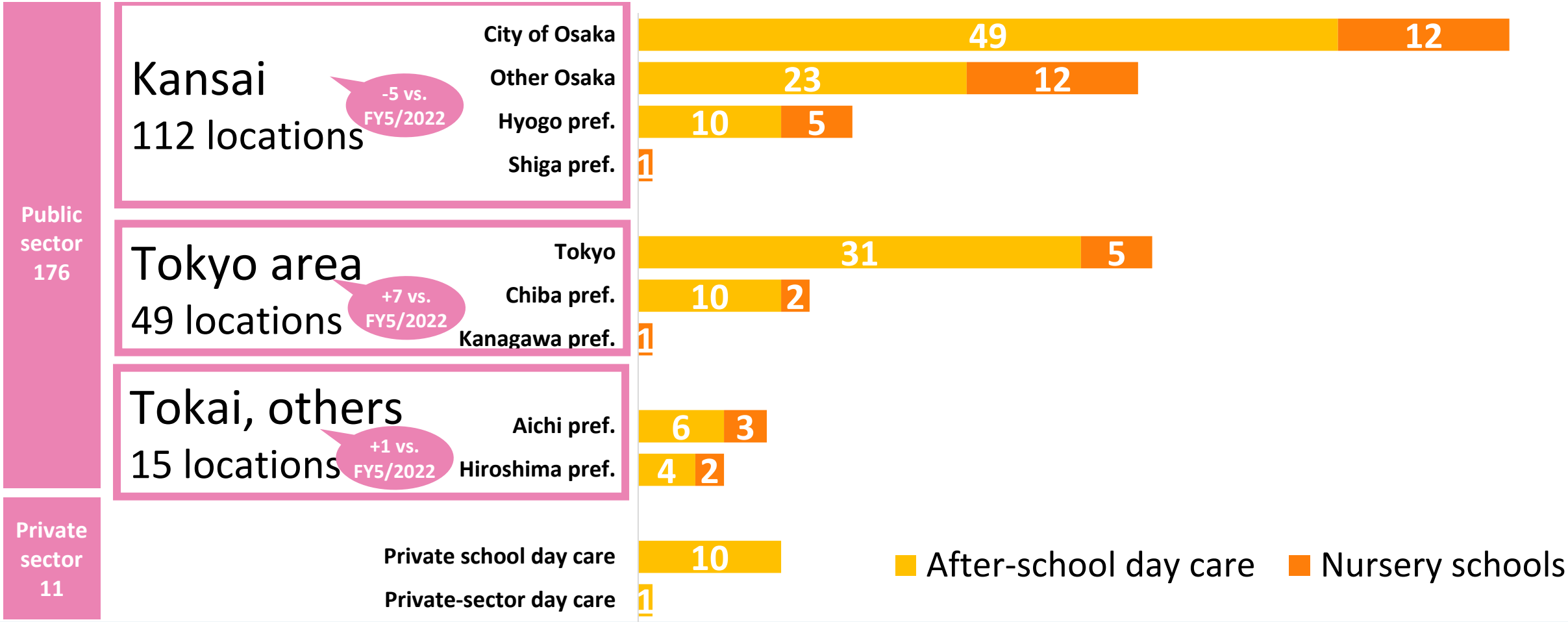
Segment	Net sales		Operating profit	
Employment assistance	↓	Pandemic impact of ¥32 million (infections of temp staff, customer supply chain disruptions, etc.)	↓	Caused by lower sales
After-school day care	↑	Sales up with the number of children at existing locations and with the ability of local governments to charge in line with cost of goods sold, resulting in an increase in revenue in line with cost increases due to summer vacations	↓	Higher recruiting expenses for summer vacation personnel, more head office personnel to support increasing number of locations over the next several years
Nursery schools	↑	More children at new locations, extensive actions throughout the year to increase children at existing locations Greenery business sales increased	↓	Higher labor costs for handling an increasing number of children and higher personnel expenses for more head office workforce

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Locations by Region (After-school Day Care, Nursery Schools)

There were 187 locations at the end of November 2022, including 176 public-sector facilities

- ✓ **Most new locations open in the fourth quarter (April) because of the characteristics of this business model.**
- ✓ **Most locations are in the Kansai and Tokyo areas. SERIO has considerable experience serving local governments, resulting in a competitive edge in this market that has high barriers to new entrants.**



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The New SERIO Garden Business (Sale, Installation and Care of Natural Grass)



✓Given the nature of the business model, sales are largely concentrated in the first quarter (June-July). We are taking actions to capture more greenery projects in spring

✓Goals of the FY5/2022 sales plan have been accomplished

✓ Expect consistent sales due to recurring revenue from maintenance services for current customers

✓AI robot lawnmower and automatic sprinkler system dramatically reduce lawn care expenses



15 LIFE ON LAND

13 CLIMATE ACTION

Business Structure

Planting grass/
Maintenance for nursery schools, kindergartens and other locations

serio
株式会社 セリオガーデン
SERIO Garden

Installation/
maintenance payments

More than 40,000 nursery schools and kindergartens

35,000 elementary/ junior high/ senior high schools and universities

Number of locations at end of May 2022	18 locations
Forecast of new locations for F5/2023	20 locations ・Aim at capturing more orders for projects in spring ・Already won a major order for high school ground maintenance ・Started expanding in the Tokyo metropolitan area following entry into the Tokyo market

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FY5/2023 Business Segment Sales Forecast (Revised on January 13, 2023)

✓ **No change in the sales forecast as the employment assistance reduction is expected to be offset by higher day care and nursery school sales.**

- **Employment assistance: Lower sales due to decline in temp staff working hours caused by the pandemic and the slow pace of recruiting temp staffing workers**
- **After-school day care: Sales growth resulting from more day care classrooms at existing locations and sales at locations that open in April 2023**
- **Nursery schools: Forecast sales contribution from 3 schools opened in FY5/2022 and from more children at existing schools. Schools opening in April 2023 will also contribute to sales growth.**

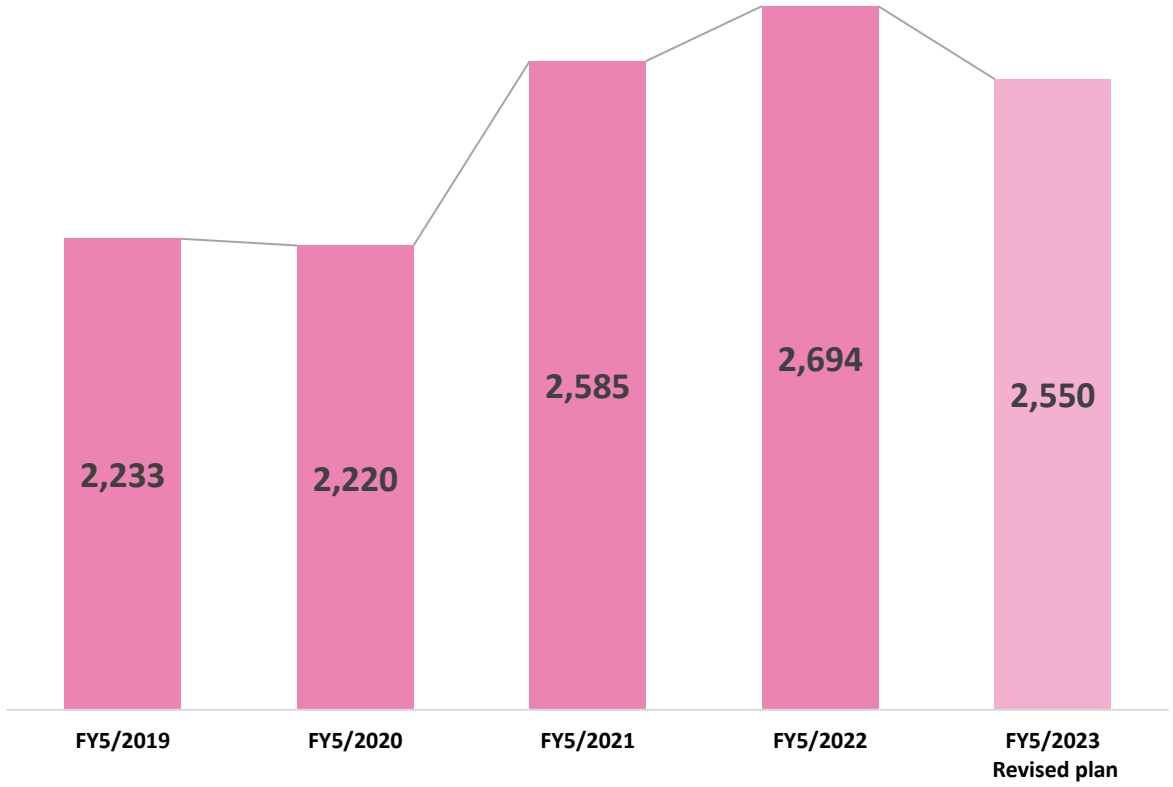
(Millions of yen)

	FY5/2023			FY5/2022
	Revised forecasts	YoY change	Initial forecasts	Results
Employment assistance	**2,550**	-5.4%	2,855	2,694
After-school day care	**2,910**	+3.0%	2,895	2,824
Nursery schools	**4,180**	+15.8%	3,890	3,610
Total	**9,640**	+5.6%	9,640	9,130

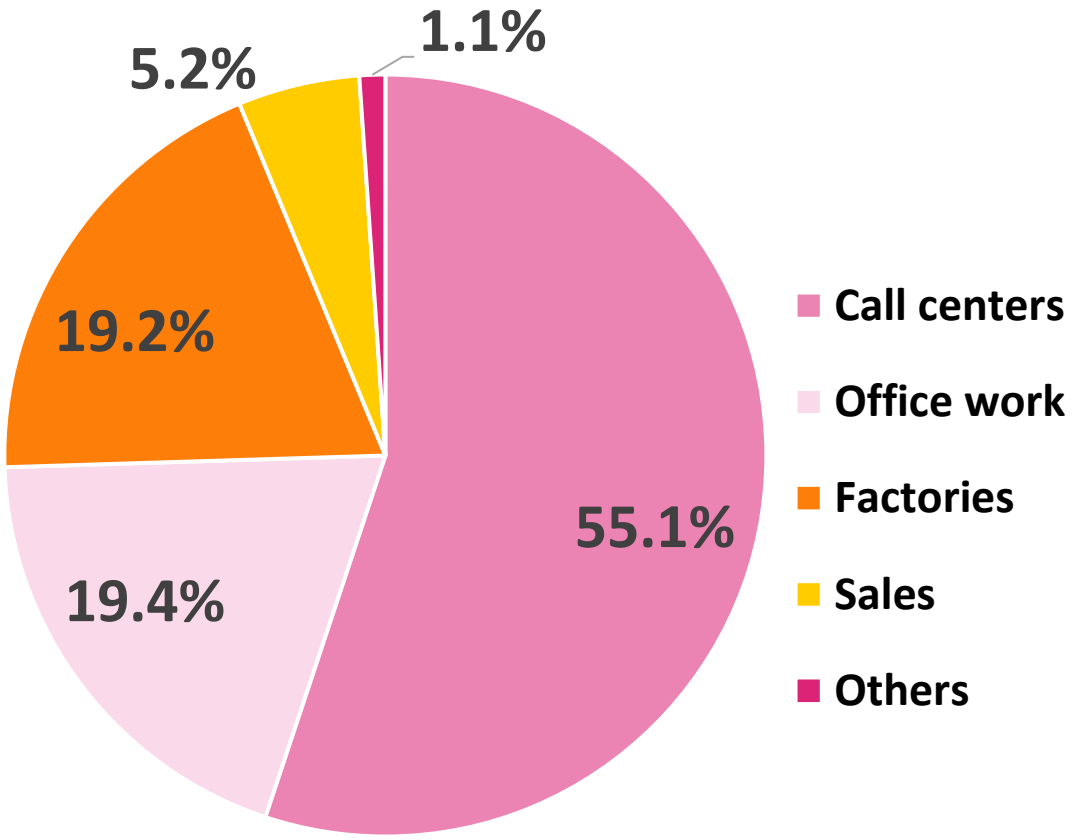
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- ✓ Reduced the FY5/2023 sales forecast because COVID-19 infections are reducing temp staffing working hours and recruiting new temp staffing workers is going slowly
- ✓ The majority of sales are for call centers, which are ideal for the use of part-time workers
- ✓ Call center operations include repair orders for major home appliance and electronics manufacturers and other categories

Employment Assistance Sales (Millions of yen)



Sales Composition in 1H FY5/2023



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- ✓ **Activities for a stronger brand and improving employee benefits in order to recruit people for the temporary staffing workforce**
- ✓ **In addition to the following actions, there is a defined pension system as part of current employee benefits**

SERIO's sacaso staffing service receives Child Care Advocate Grand Prize

日本子育て支援大賞
JAPAN CHILD CARE ADVOCATE GRAND PRIZE
2022

Japan Child Care Support Association



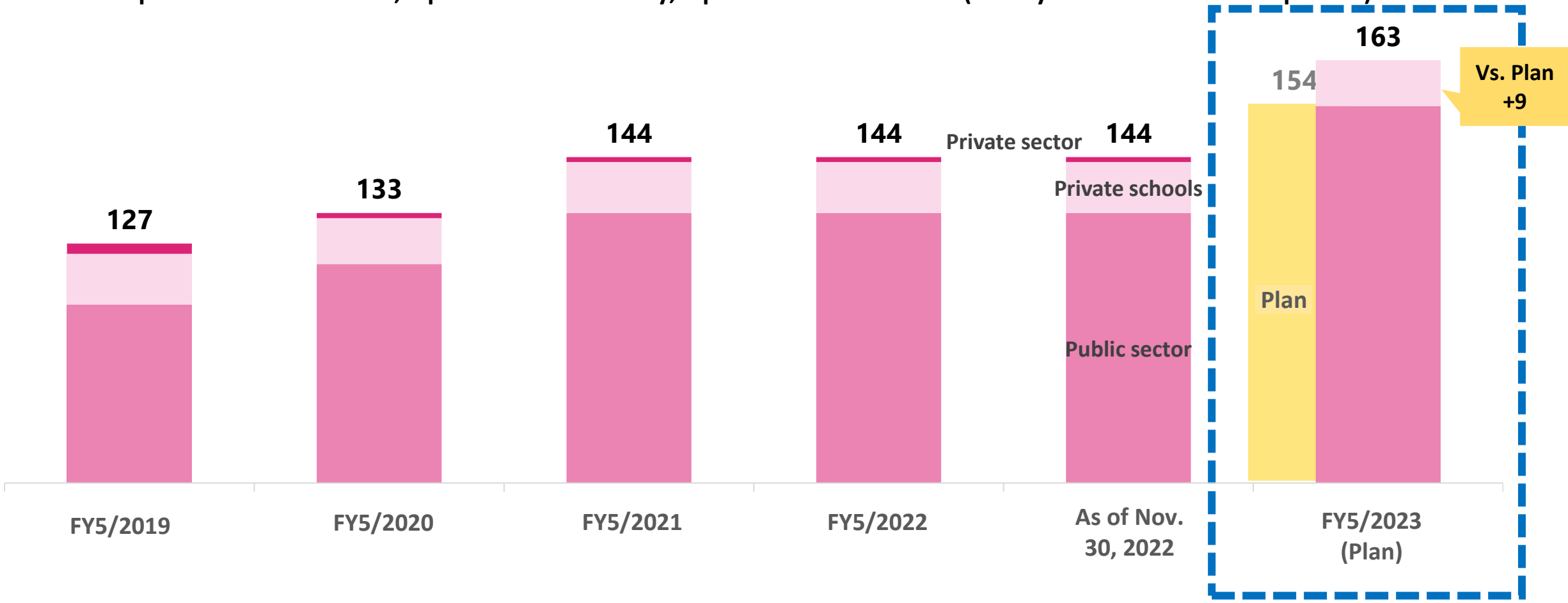
Start of group long-term disability insurance

In the "sacaso" business, temporary staffing workers are covered by group long-term disability insurance that will provide income for basic daily needs if an individual is unable to work for a long time due to a disease or injury. Each covered individual can purchase additional coverage as needed.

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- ✓There were 144 locations at the end of November 2022
- ✓Second half: Initial FY plan for 154 location in April 2023 has been increased to 163, with a negligible effect on sales and earnings in FY5/2023.

Increase: 25 new locations (all public sectors)
Decrease: 4 public-sector locations, 1 private school facility, 1 private sector location (mainly due to contract completion)

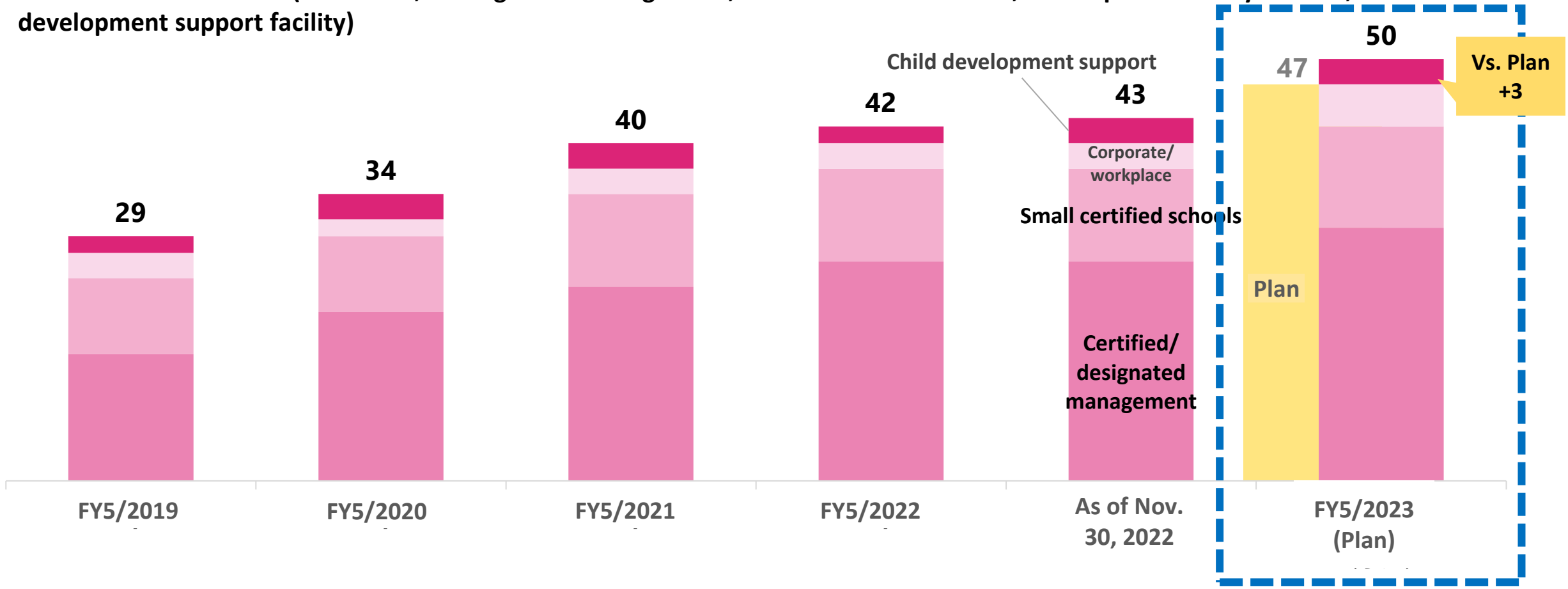


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Plan for Number of Schools (As of January 13, 2023)

- ✓There were 43 nursery schools at the end of November 2022 (Started operation of a community child-development support facility in October 2022)
- ✓Second half: Initial FY plan for 47 schools in April 2023 has been increased to 50, with a negligible effect on sales and earnings in FY5/2023.

Increase: 8 new schools (3 certified, 1 designated management, 1 small certified schools, 2 workplace nursery schools, 1 child development support facility)

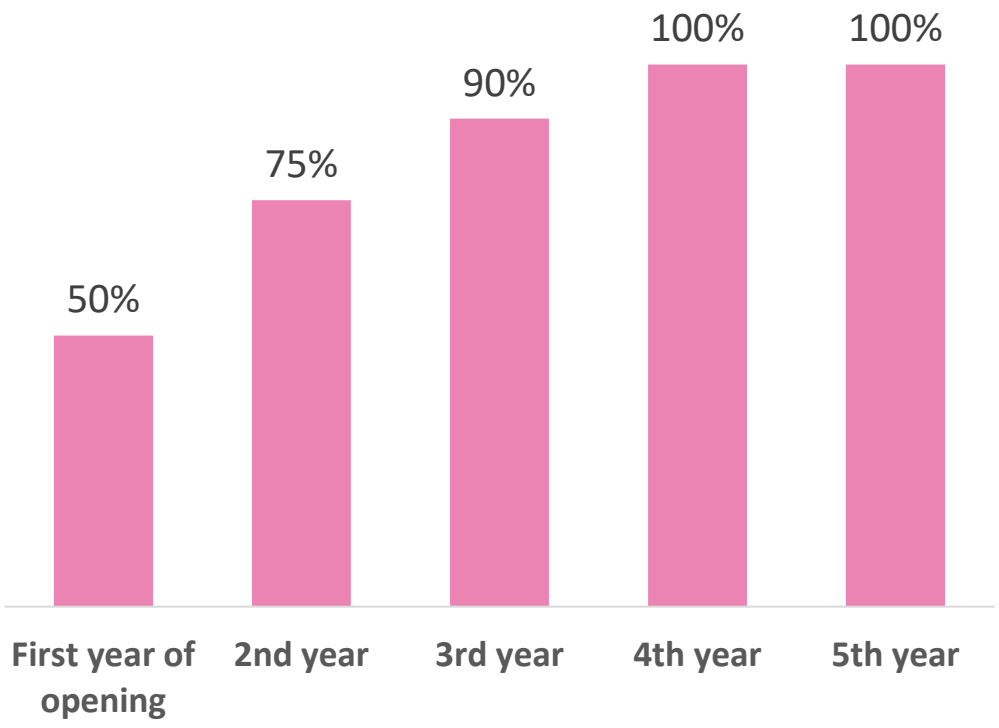


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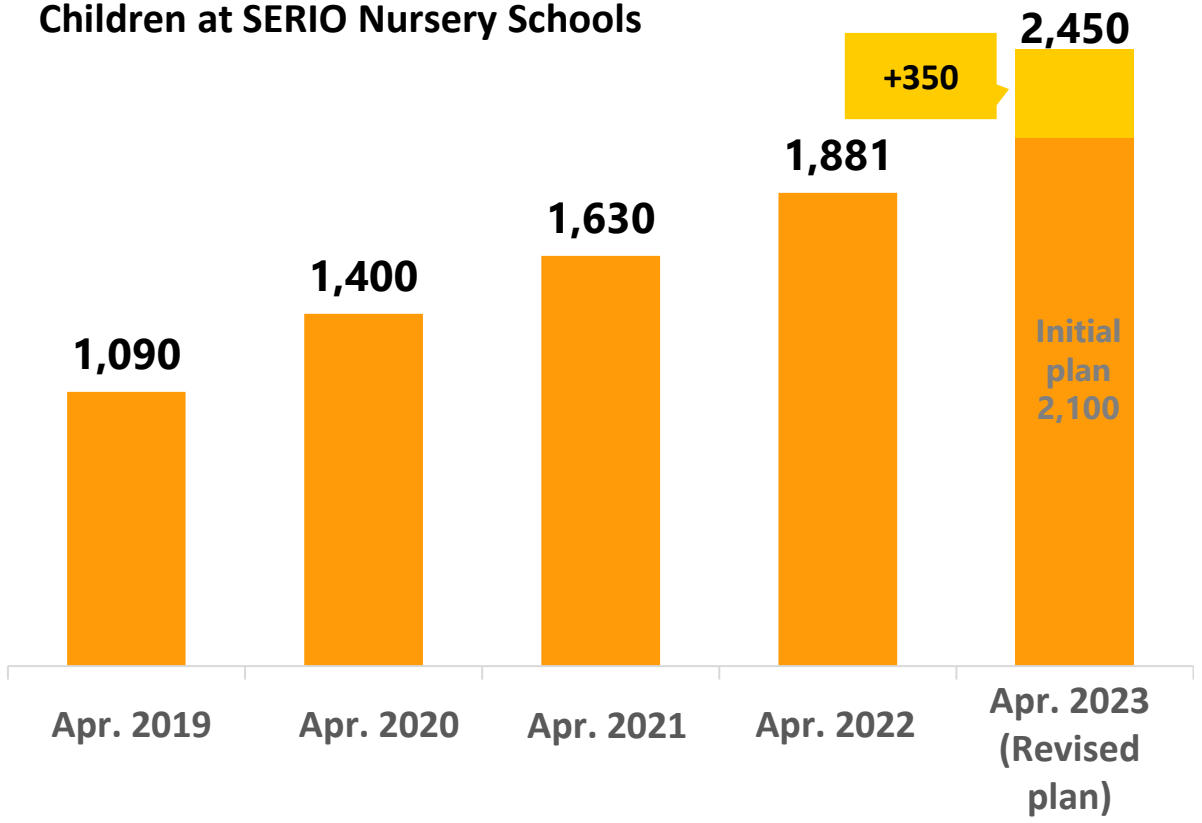
Model for Filling Nursery Schools and Children at SERIO Nursery Schools

- ✓ **Higher plan for the number of children because the number of children at existing locations is increasing and new locations in April 2023 will be more than planned**
- ✓ **Prepare for an increase in the number of children during the fiscal year; continuing to monitor the monthly number of children as the KPI**
- ✓ **Normally, mainly ages 0 to 2 at new nursery schools = Capacity use rises steadily every year**
- ✓ **Sales are proportional to the number of children**

Model for Increasing Capacity Utilization



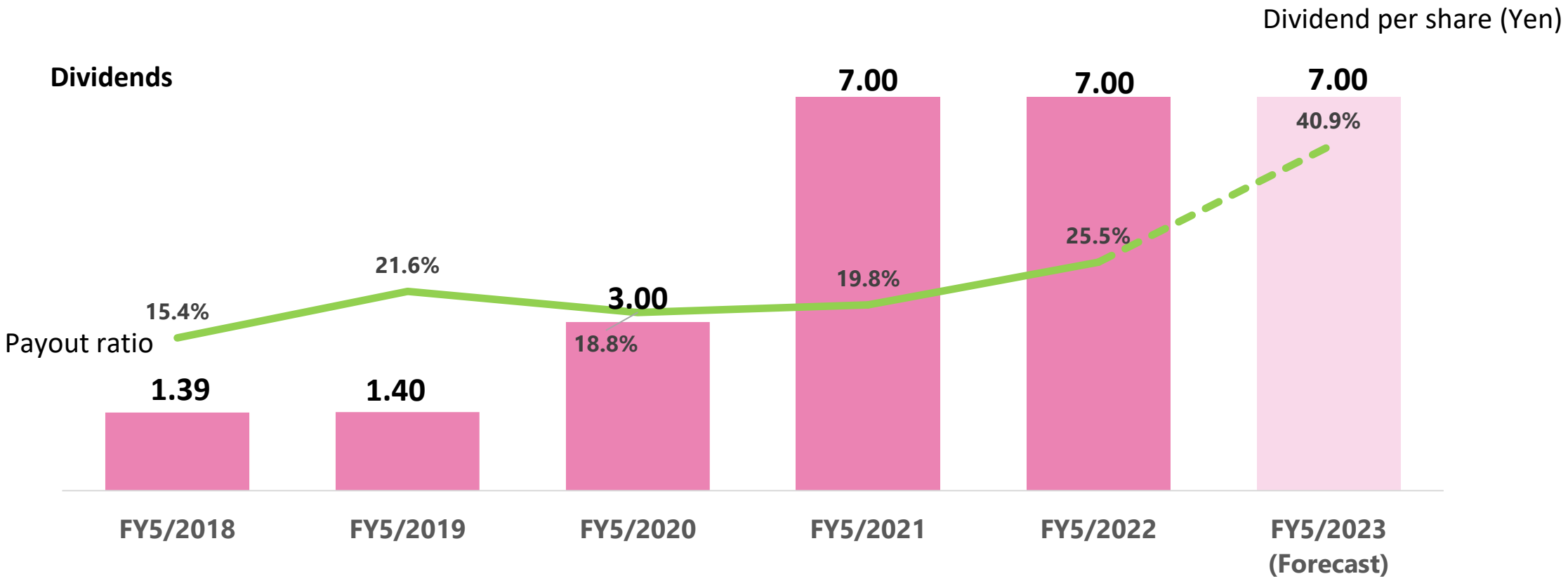
Children at SERIO Nursery Schools



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Basic Policy for the Distribution of Earnings

✓ The basic policy is to pay consistent and stable dividends while increasing retained earnings and making investments for more growth
✓ The current target is a dividend payout ratio of 20%
✓ Plan to pay the same dividend in FY5/2023 as FY5/2022 of ¥7 per share in accordance with the basic policy of consistent and stable dividends



* A two-for-one common stock split was conducted on October 1, 2020.
Dividends in fiscal years prior to the stock split have been adjusted to reflect this split.

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Japan is aiming for female labor force participation of 82% by 2025 (was 71.3% in 2021*), based on sufficient nursery school and after-school day-care capacity

SERIO's activities are closely linked with this goal

	Category	Female labor force participation	Establish system for work-family balance	
			Nursery schools	Day care
Japanese government policies	Current policy New goal	80%	No children waiting for openings by end of FY2020 ✓Goal not expected to be achieved	Add capacity for 300,000 more children by end of FY2023 Increase day care club capacity
	Child-raising with confidence (Announced in Dec. 2020) New cabinet decision	82% in 2025	Add capacity for 140,000 more children by end of FY2024	-
	April 2023 Establishment of Child and Family Agency	Planning and overall coordination of policies from the perspective of children and those involved in child-rearing		
Our businesses		Employment assistance	Nursery schools	After-school day care

*Labor Force Survey (Basic Tabulation) Average for 2021, Statistics Bureau of the Ministry of Internal Affairs and Communications

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Rolling of the Medium- term Business Plan (2023 to 2025)

- ✓ **New locations in April 2023 are expected to contribute to growth. No change in FY5/2024-2025 plan and aiming to accomplish goals of the original plan.**
- ✓ **A source of happiness for the 170,000 families associated with the SERIO Group in FY5/2025:**
  Goals are sales of ¥12 billion (up 31% from FY5/2022) and operating profit of ¥660 million (up 189%)
- ✓ **A period of steady growth backed by strengthening the three existing businesses and adding new businesses for diversity and strengthening the head office workforce**

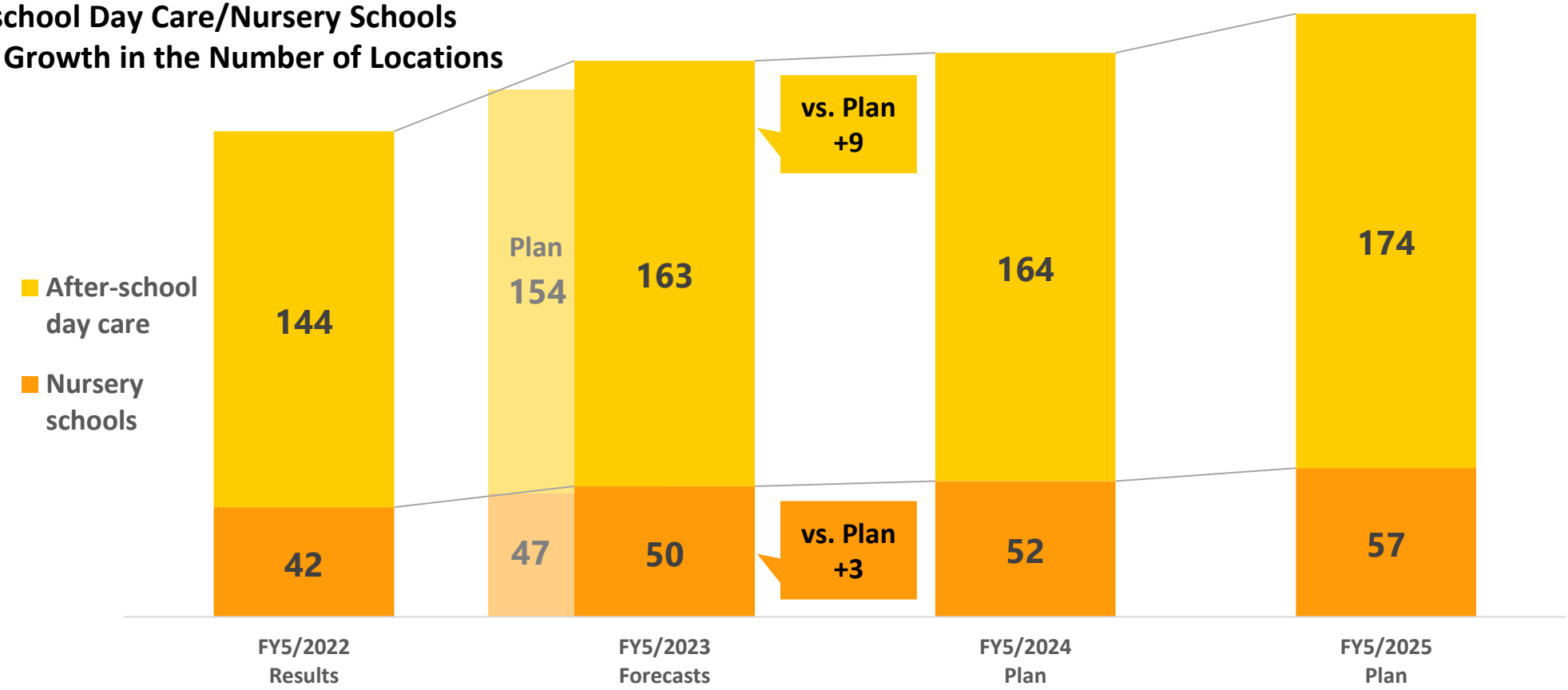
(Millions of yen)

	Results	Medium-term Business Plan			
	FY5/2022	FY5/2023 Initial plan	FY5/2023 Revised plan	FY5/2024	FY5/2025
Net sales	9,130	9,640	9,640	10,800	**12,000**
Operating profit	233	300	160	444	**660**
Operating margin	2.6%	3.1%	1.7%	4.1%	**5.5%**

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- ✓ **Day care and nursery school growth is above the FY5/2023 plan and, backed by a favorable reputation, both businesses continue to add new locations.**
- ✓ **Day care is well above the plan but initial expenses are being held down because no capital expenditures are needed and the staff of the previous operator can be used.**

After-school Day Care/Nursery Schools
Projected Growth in the Number of Locations



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2025 Scale of Operations and Key Indicators for Achieving the Vision

	End of May 2022	End of May 2025
SERIO family	110,000 people	Happiness for the 170,000 families associated with the SERIO Group
Consolidated performance	Net sales: ¥9,100 million Operating profit: ¥230 million	Net sales: ¥12,000 million (+31% vs. FY5/2022) Operating profit: ¥660 million (+189% vs. FY5/2022)
Employment assistance placements	915 (80% are housewives)	1,210 (80% are housewives)
Number of afterschool day care locations	144	174
Registered children	20,825	24,300
Number of nursery schools	42	57
Number of children	1,894	2,450
SERIO Garden	Installation of greenery at 18 locations	Total installation of greenery at 200 locations

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Medium-term Business Plan Activities and Progress (FY5/2023)

- ✓ Progress at business units regarding medium-term business plan strategies
- ✓ More actions to establish a dominant presence in the Tokai region day care and nursery school markets and addition of new public-sector contracts for the operation of facilities (locations to open in April 2023)

	Vision	Strategy outline	Activities and progress (FY5/2023)
Corporate	Happiness for the 170,000 families associated with the SERIO Group	• Use IT system investments to increase operational efficiency • A broad range of training programs and jobs • Create pleasant and productive workplaces • Programs for employees' work-life balance	• Started group long-term disability insurance coverage • Started a mentoring system for new college graduates • Started training programs for specific jobs and management positions • Started mentoring system for employees returning from child care leave ★NEW
Employment assistance	• "sacaso*" service for housewives looking for jobs • Aiming to be the leader for enabling housewives to work with ease	• Specialize in part-time temporary staffing for housewives • Create cost-cutting proposals for companies	• Started allowing temporary staffing personnel to take time off for reinvigoration • The sacaso temporary staffing service received a 2022 Child Care Advocate Grand Prize
After-school day care	Facilities parents can use with confidence and where children want to go back every day	Dominant strategy for local governments outsourcing operations to the private sector	• More head office personnel to support measures to establish dominant market positions • Quickly hire people needed for medium-term growth in the number of day care locations and strengthen training programs [Day care locations opened in April 2023] ★NEW • Stepped up activities to establish a dominant presence in the Tokai region • Started adding new public-sector clients
Nursery schools	Make every location the community's best nursery school that parents choose for their children and where nursery school teachers want to work	• Open schools where children are waiting for openings • Operate nursery schools that parents choose over others	• The first outsourcing contract for a public-sector nursery school ★NEW • Started the regional nursery school manager system • A committee led by nursery school managers to examine various themes with the goals of improving the quality of services and of communications among schools
SERIO Garden	• "Green Carpet" – Look no further than Serio Garden – Established No. 1 position in the industry	• Capture new customers: 100 locations • Establish a periodic maintenance system	• A major order for a high school ground maintenance (Project to start and sales to be booked in the fiscal year ending May 2023) • Expanding in the Tokyo metropolitan area, following entry into the Tokyo market • Started spring construction work (working on evening out work throughout the year rather than having one annual peak)

*sacaso: Brand name of the employment assistance business

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Forecasts of future performance in these materials are based on assumptions judged to be valid and information available to the SERIO Holding's management at the time the materials were prepared. These materials are not promises by the SERIO Holdings regarding future performance.

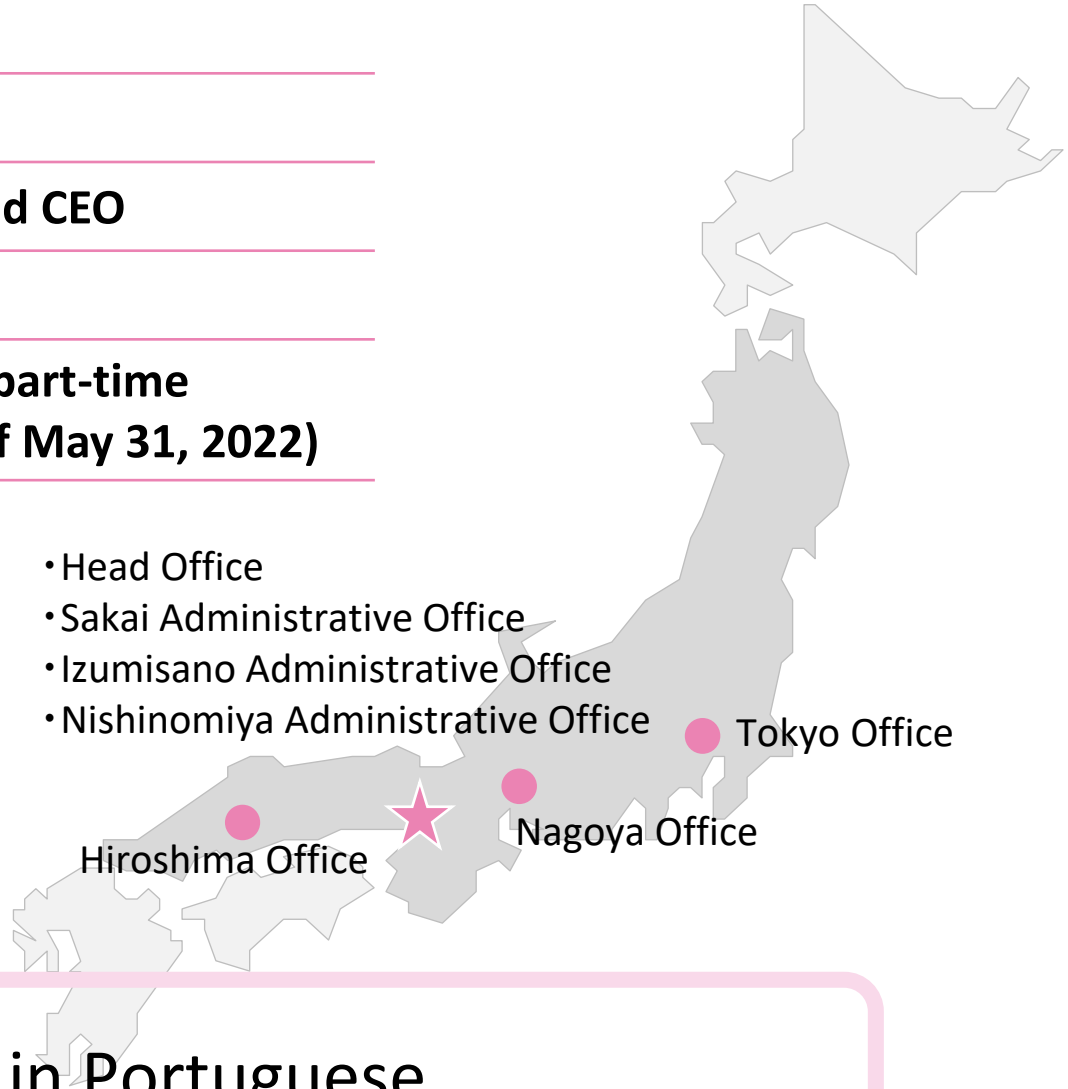
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Appendix

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Company name:	**SERIO HOLDINGS CO., LTD.**
Established:	**June 1, 2016**
Representative:	**Hisashi Wakahama, President and CEO**
Capital:	**¥693 million**
Employees:	**837 full-time employees; 2,119 part-time workers (consolidated basis as of May 31, 2022)**
Head office location:	**Kita-ku, Osaka**
Major group company	
Company name:	**SERIO Co., Ltd.**
Established:	**June 24, 2005**

Listing: Tokyo Stock Exchange, Growth market (securities code: 6567)



SERIO means “serious” in Portuguese

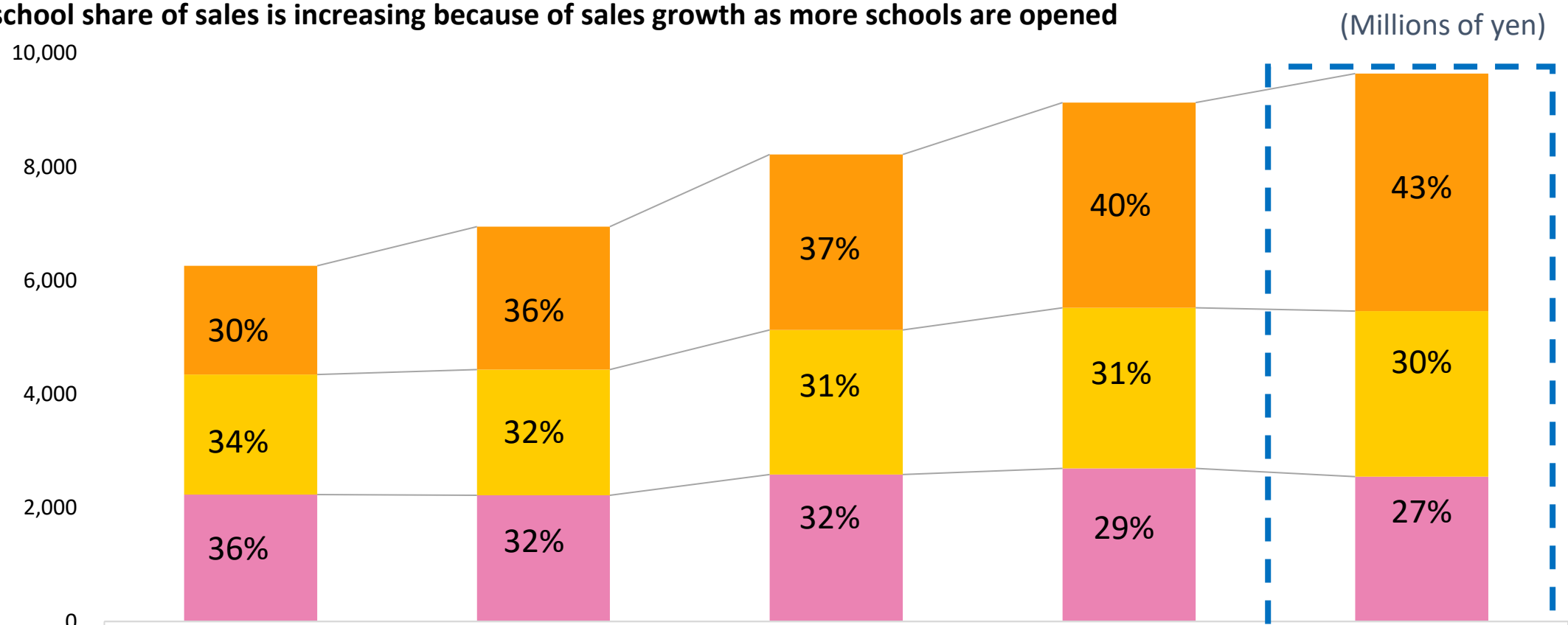
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2005	June	SERIO Co., Ltd. was established in Osaka with capital of ¥10 million **Started employment assistance business mainly for temporary staffing positions for married women raising children**
2010	March	**Started an after-school day-care business mainly for elementary school students**
2012	April	**Started a nursery school business for pre-school children**
2013	December	Started operating an after-school activity program for children for the Kita-ku and Yodogawa-ku in Osaka
2014	April	The company's first certified nursery school opened in Miyakojima-ku in Osaka
2016	June	Established SERIO HOLDINGS CO., LTD. with capital of ¥10 million and made SERIO Co., Ltd. a wholly owned subsidiary
2017	October	Launched the "sacaso" brand for the employment assistance business
2018	March	Listed on the Tokyo Stock Exchange, Mothers market (currently Growth market)
2020	December	Subsidiary Cuore Co., Ltd. was renamed SERIO Garden and **started a greenery business** in January 2021
2022	November	Total of 187 facilities (144 after-school day-care facilities, 43 nursery schools)

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Segment Sales Growth and Composition

- ✓ **Planning on record-high sales in after-school day care and nursery school segments in FY5/2023**
- ✓ **Nursery school share of sales is increasing because of sales growth as more schools are opened**

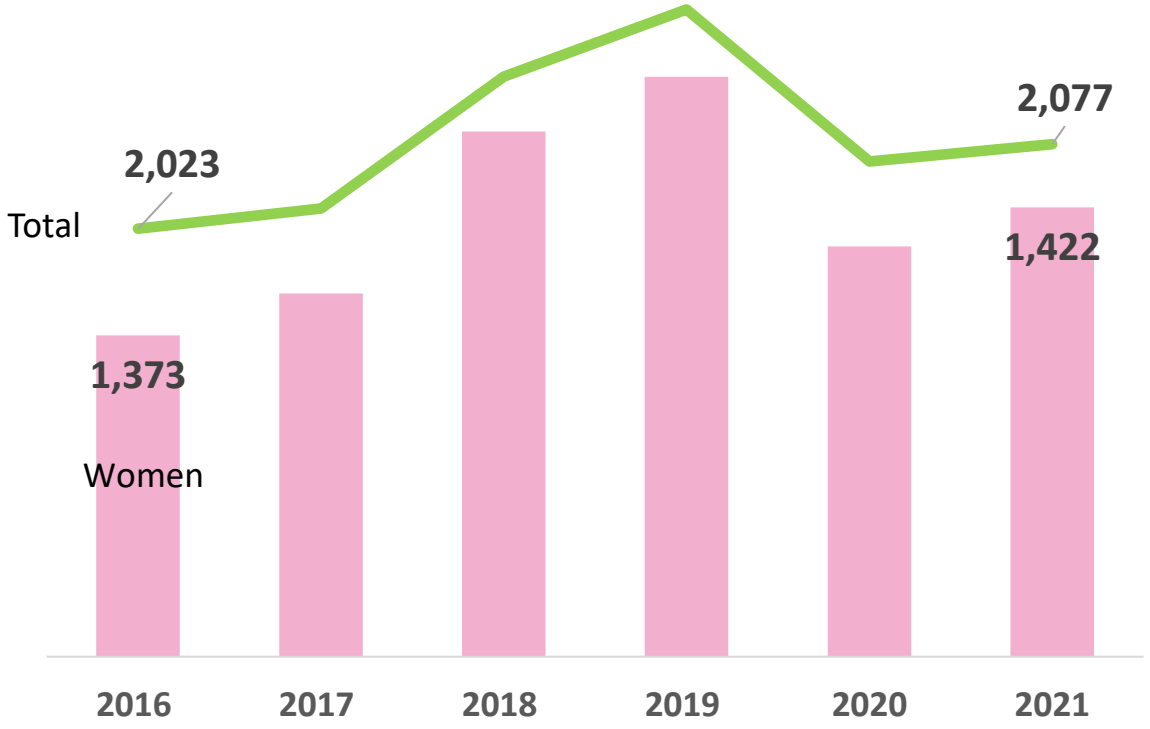


	FY5/2019	FY5/2020	FY5/2021	FY5/2022	FY5/2023 Plan (announced on January 13, 2023)
Nursery schools	1,912	2,516	3,085	3,610	4,180
After-school day care	2,113	2,211	2,547	2,824	2,910
Employmeny assistance	2,233	2,220	2,585	2,694	2,550

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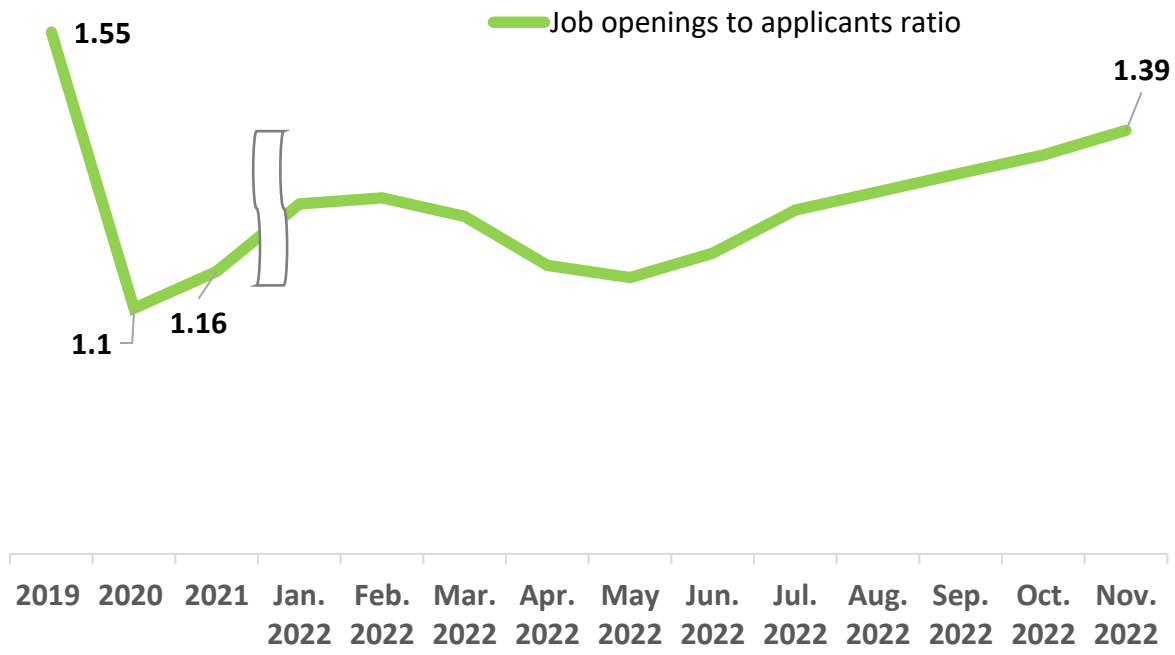
The number of people in Japan working in other than full-time jobs declined in 2020 because of COVID-19 but increased in 2021. The job openings to applicants ratio has been increasing since May 2022. Demand for jobs is very strong but recruiting people for temporary staffing is difficult.

Number of People Working in Other than Full-time Jobs (10,000 people)



2021 Labor Force Survey, Ministry of Health, Labour and Welfare

Job Openings to Applicants Ratio (times)

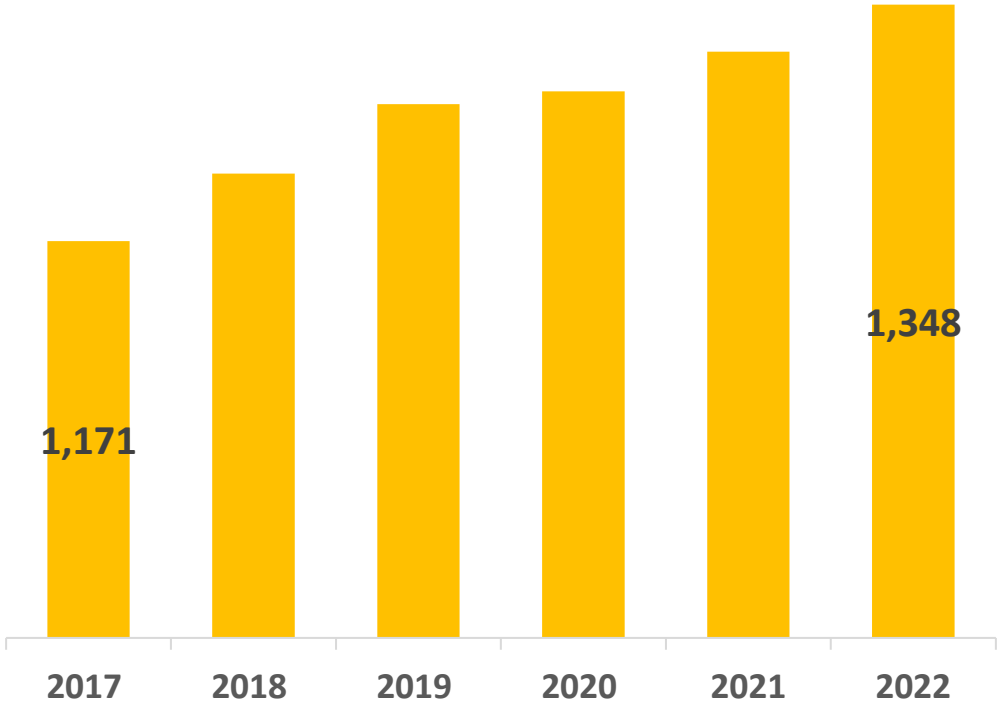


Employment Referrals for General Workers (November 2022), Ministry of Health, Labour and Welfare

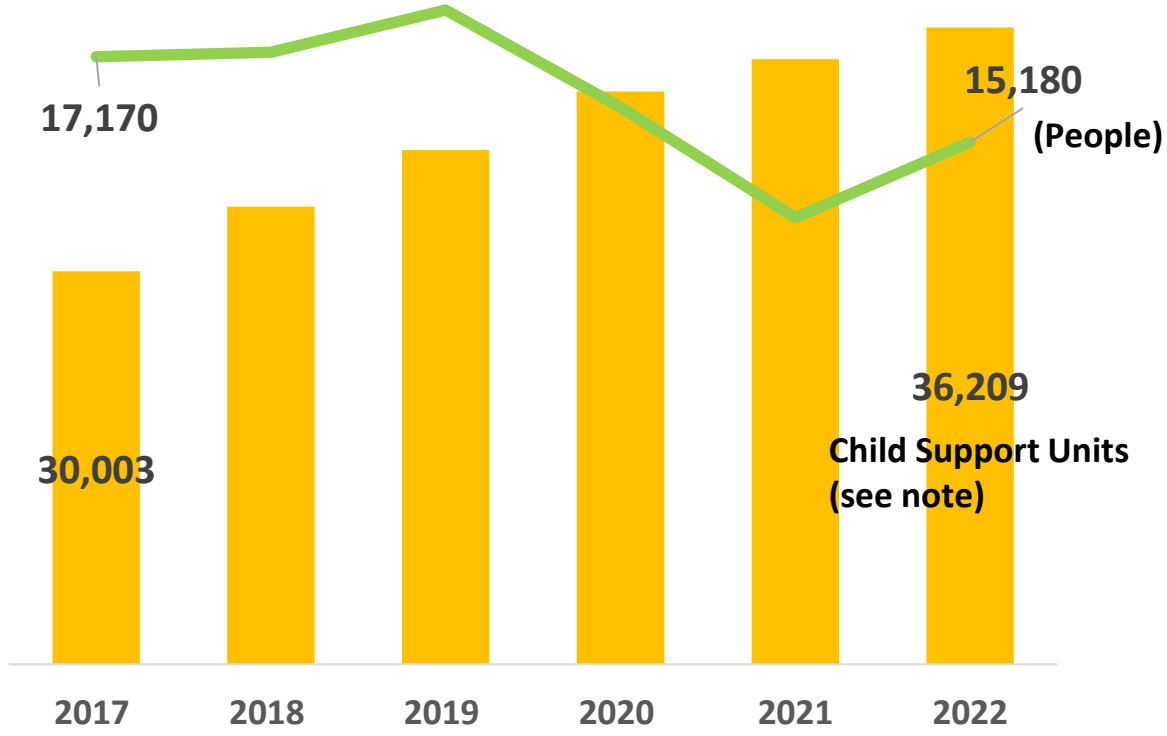
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Children registered at day care facilities reached a record high in 2022 and the number of child support units (see note) is increasing too. Day care use briefly declined in 2020 and 2021 because of the pandemic but the number of children waiting for an opening is increasing again. Growth potential is significant because capacity is not keeping up with demand.

Registered Children (1,000 people)



Child Support Units (see note) and Children Waiting for an Opening

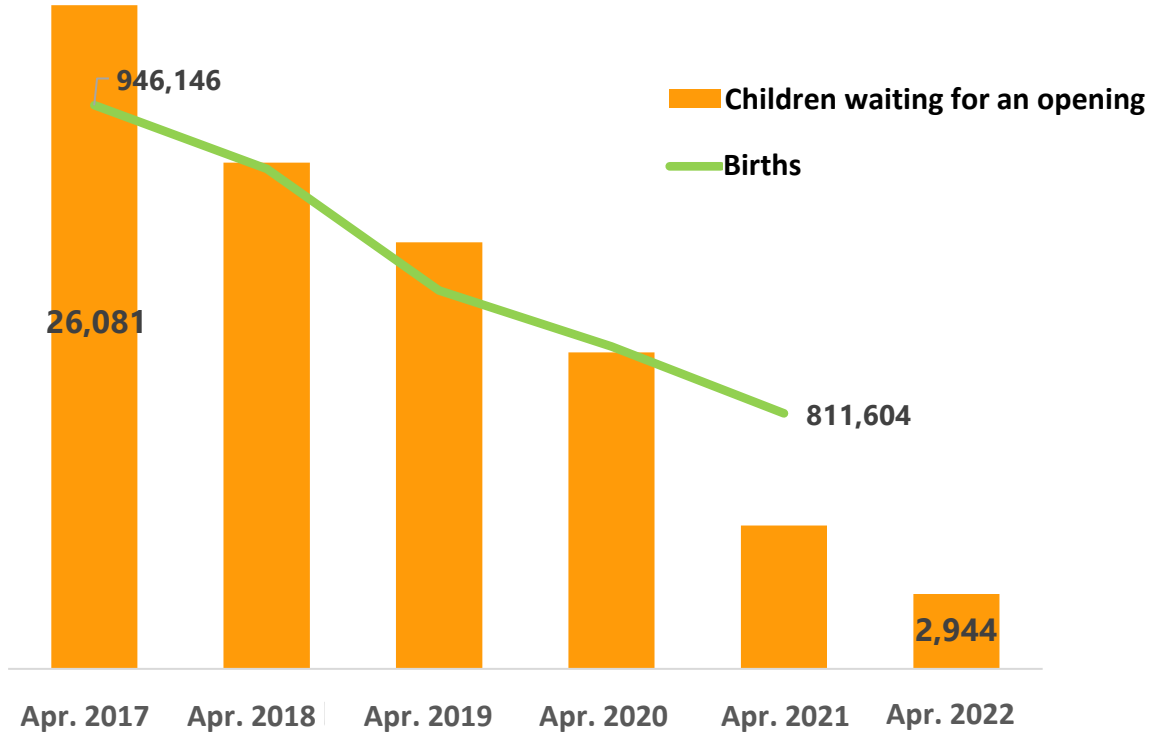


2022 Status of Project for the Sound Growth of the Child Day Care Business (After-school Clubs for Children) (As of May 1, 2022), Ministry of Health, Labor and Welfare
Note: Child support unit is a statistic that has been used since 2015 as a standard for the size of groups of children at after-school day care locations in accordance with Standards for Facilities for After-School Day Care and Operations. Club activities at these facilities are based on these units (classes).

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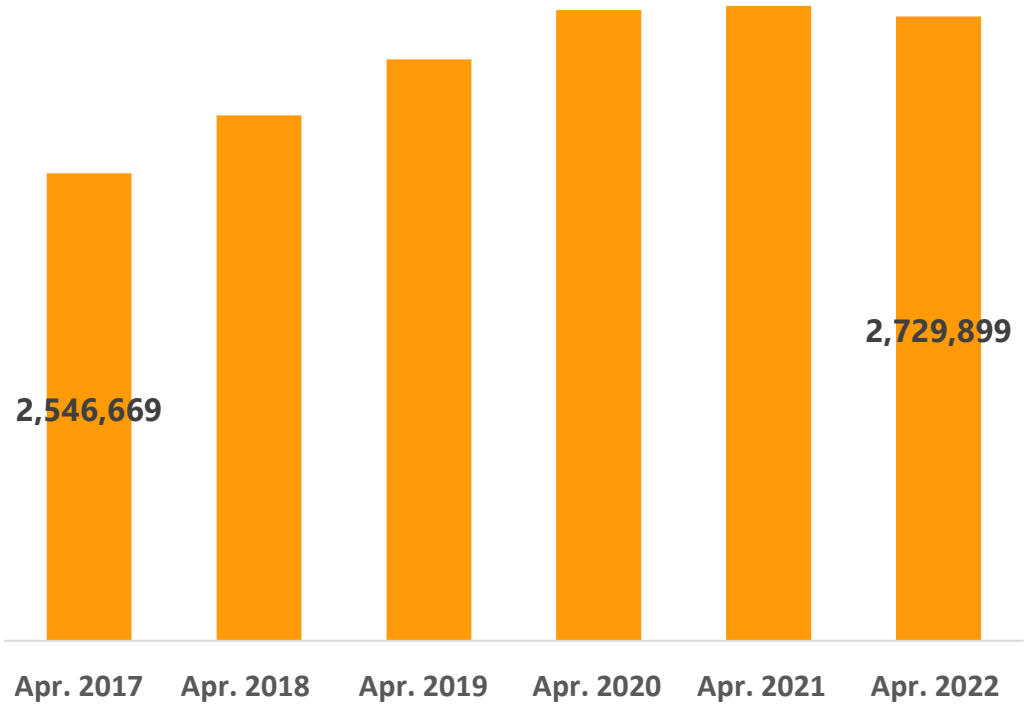
The pace of the decline in the number of children increased during the pandemic. As the number of children waiting for an opening is decreasing, the number of children using a nursery school decreased YoY for the first time in April 2022. SERIO is opening nursery schools in areas where demand is strong due to an increasing labor force participation rate of women.

Children Waiting for an Opening/Number of Births



Census Statistics 2021 Results (2021), Ministry of Health, Labour and Welfare

Children Using a Nursery School or Similar Facility

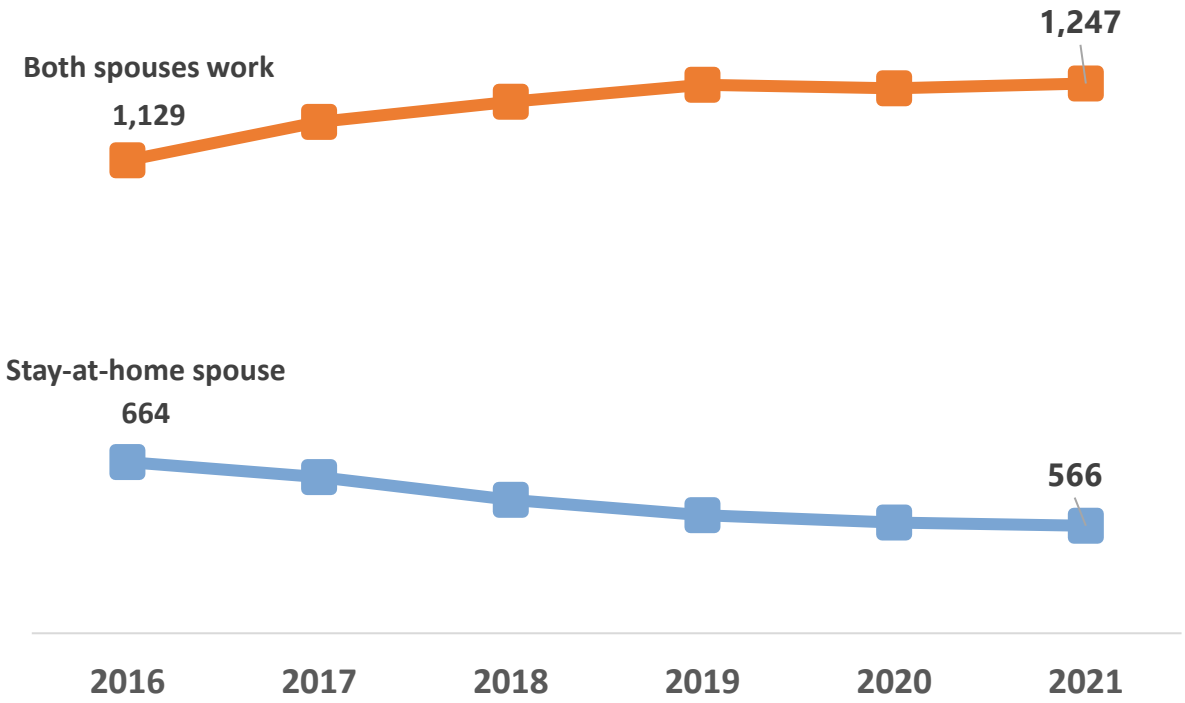


Status of Nursery Schools, Etc. (April 1, 2022), Ministry of Health, Labour and Welfare

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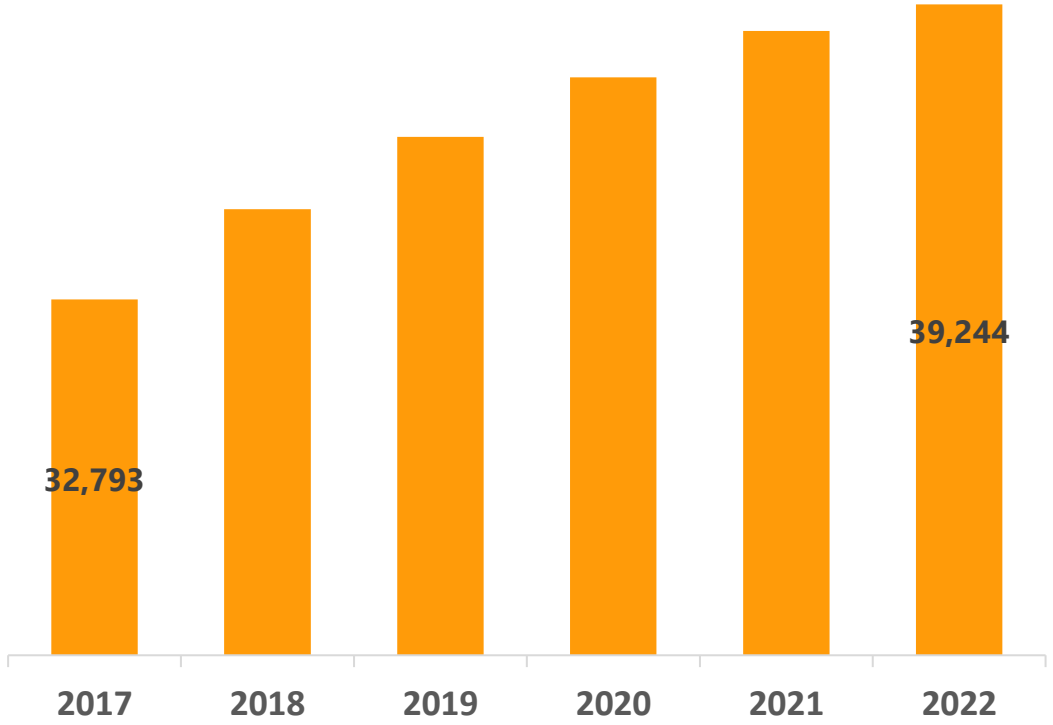
Households where both spouses work are more than double the number of households with a stay-at-home spouse. The number of preschool child care facilities is continuing to climb as demand for this care increases.

Households with Both Spouses Working



Labor Force Survey (Detailed Data), Ministry of Health, Labor and Welfare

Number of Nursery Schools and Similar Facilities



Status of Nursery Schools, Etc. (April 1, 2022), Ministry of Health, Labour and Welfare

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Dedicated to being a source of happiness for families

All ESG activities are based on the principle of coexistence with stakeholders in order to achieve a sustainable society.

Environment

★NEW
- Purchased Osaka Municipal Green Bonds
- Use of ICT for paperless operations
- Reuse of discarded materials for various projects by children at after-school day-care facilities
- Installation of water conservation devices at nursery schools
- Greenery service for nursery schools, kindergartens and other locations

Society

Work-family balance	Permanent telework program Permanent staggered working hours Time off for fertility treatment At least 125 days off every year Hourly paid time off Accumulation of paid leave Job retention after extended leave Designated no-overtime days Child care leave for men
Empowerment of women	Women are 69.2% of managers*1 More welfare programs for child care
People with disabilities	Started operation of “tiku tiku” *2
Health and wellness	Female medical check-ups at no cost No smoking program Time off for COVID-19 vaccinations

Governance

- Three outside directors (37.5%)
- One female director (12.5%)
- Risk Management Committee
- Compliance Committee
- Internal reporting system (hotline)
- Compliance training activities
- Restricted stock compensation program

*1 FY5/2022　　*2 Fabricates hand-made toys for use at nursery schools

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Our vision for SERIO in 2030!

A company that creates happiness for families accompanied by the consistent growth of corporate value

Activities linked to SDGs with the goals of sustainable business progress and business activities that take the company in new directions



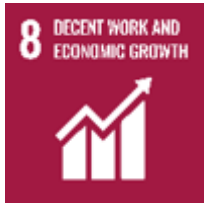
- After-school day-care facilities teach children about the SDGs by using original textbooks that include the 17 goals. This program makes children think about these goals and what they can do to help achieve them.





- Support for women for jobs and child care, allowing women to continue working while starting a family and caring for children or an aging parent. There are programs that enable all employees of the SERIO Group to achieve their career goals while working in a pleasant environment.





- Established a childcare worker qualification support system to support career advancement.
- Working with Kao Customer Marketing Co., Ltd. to supply disposable diapers at a fixed and low price.
- This operation focuses on making toys for nursery schools to provide jobs for people with developmental disabilities and reduce the work load of child care workers at nursery schools.





- We measure food loss at our nursery school meals and take measures to cut such losses. The goal is to reduce waste of food per person, as well as the need to supply nutritionally balanced meals.
- We have partnered with a printing company to provide us with surplus paper for use at our after-school day care facilities to enhance our resource reuse programs.







- SERIO Garden started providing grass-covered areas at nursery schools, kindergartens and other schools. More grass is good for the environment by retaining moisture to reduce the urban heat island effect.

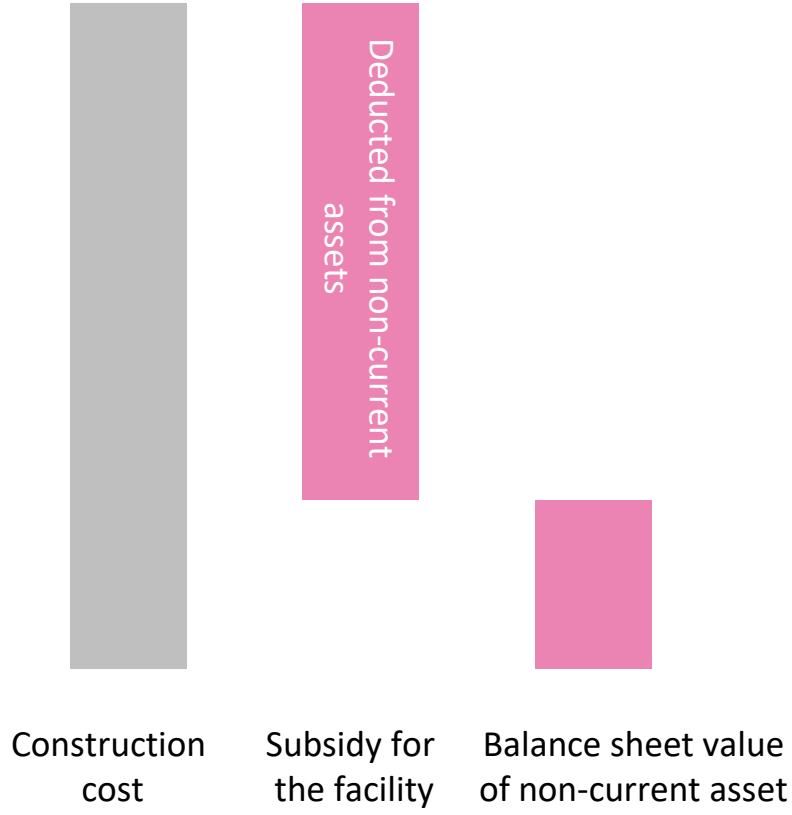


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Accounting Method for Nursery Schools (Direct Deduction)

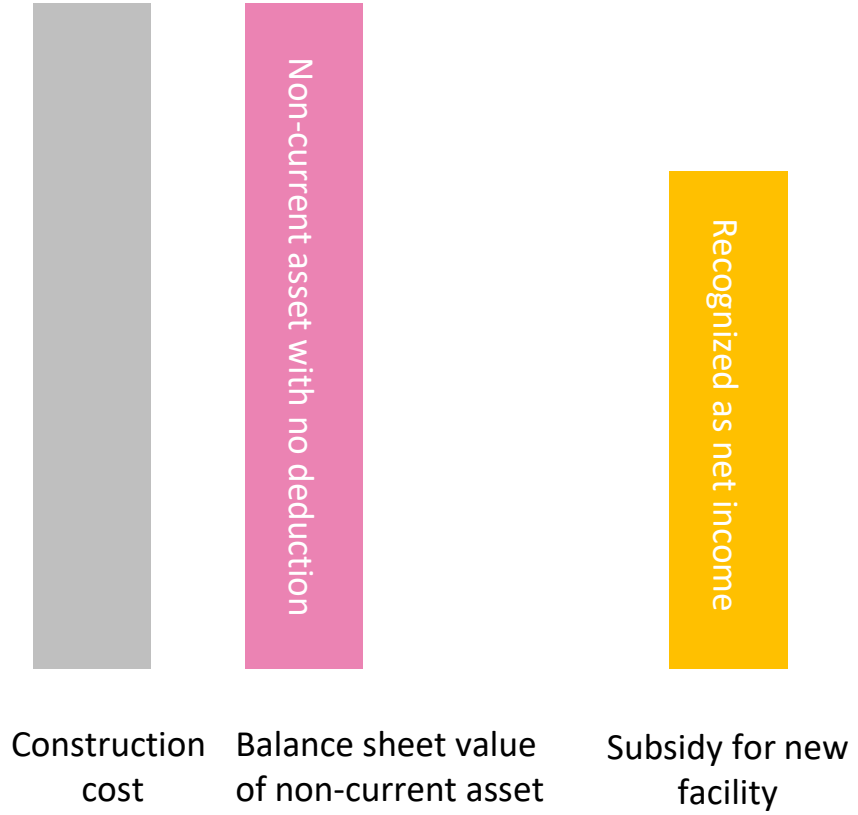
Direct deduction method (Used by SERIO)

Subsidies associated with facilities are incorporated in the balance sheet



When not using the direct deduction method

Subsidies associated with facilities are incorporated in the income statement



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家族を笑顔に!

serio

株式会社 SERIO ホールディングス

Dojima Grand Building 8F, 1-5-17 Dojima, Kita-ku, Osaka 530-0003
Tel: +81-6-6442-0500
https://www.serio-holdings.co.jp/ir/
E-mail: info2@serio-corp.com (Corporate Planning Office)