

# Q3 FY2026 Financial Summary Supplementary Explanation Material

December 8, 2025



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# Summary of Consolidated Financial Results for Q3 FY2026

## Market Environment

- While economic conditions show signs of being affected by US trade policy, they have been recovering moderately, with R&D efforts of our clients trending steadily.
- As a large proportion of our engineers are assigned to R&D as well as design and development fields, we continued to see strong demand for engineers from automotive manufacturers and semiconductor manufacturing equipment manufacturers.

## State of Engineer Dispatching Business

- The number of operative personnel increased.
  - Number of engineers increased. The utilization rate remained high.
  - Assignments for newly graduated engineers entering the Company in 2025 are progressing ahead of the initial schedule.
- The unit price of engineers rose.
  - There has been a trend of wage increases, and the unit price for newly graduated engineers at their first assignments is on the rise due to the shortage of engineers.
  - Current engineers are strategically rotated between our clients to improve their work level.

## Contracting Business

- Net sales ratio 12.5 %.
  - Aggressive sales activities led to an increasing number of engineers assigned to contracted projects.
  - Shifted from engineer dispatching to contracting projects in response to client needs.

## Profit

- While there were expenses related to recruitment investment and IT/DX investment as well as other expenses, these were absorbed by net sales growth, which led to increased profits.

# Highlights of Consolidated Financial Results for Q3 FY2026

- Net sales up 7.8%, Operating profit up 9.4%,  
Ordinary profit up 8.8%, Profit up 7.5%. Operating margin 16.6%.

\*As quarterly consolidated financial statements have been prepared since Q3 FY2026, changes (both figures and %) are reference values.

	(Non-consolidated) Q3 FY2025		(Consolidated) Q3 FY2026		Change from the previous year (million yen)	Change from the previous year (%)
	Result (million yen)	Percentage (%)	Result (million yen)	Percentage (%)		
Net sales	8,255	100.0	8,900	100.0	645	7.8
Cost of sales	5,175	62.7	5,463	61.4	288	5.6
Gross profit	3,079	37.3	3,437	38.6	358	11.6
SG&A expenses	1,726	20.9	1,957	22.0	231	13.4
Operating profit	1,353	16.4	1,479	16.6	126	9.4
Ordinary profit	1,364	16.5	1,483	16.7	119	8.8
Profit/Profit attributable to owners of parent	951	11.5	1,022	11.5	71	7.5

\*(Non-consolidated): Figures limited to those for Artner Co., Ltd.

- Number of engineers increased
- Utilization rate remained high
- The number of operative personnel increased
- Unit price of engineers rose

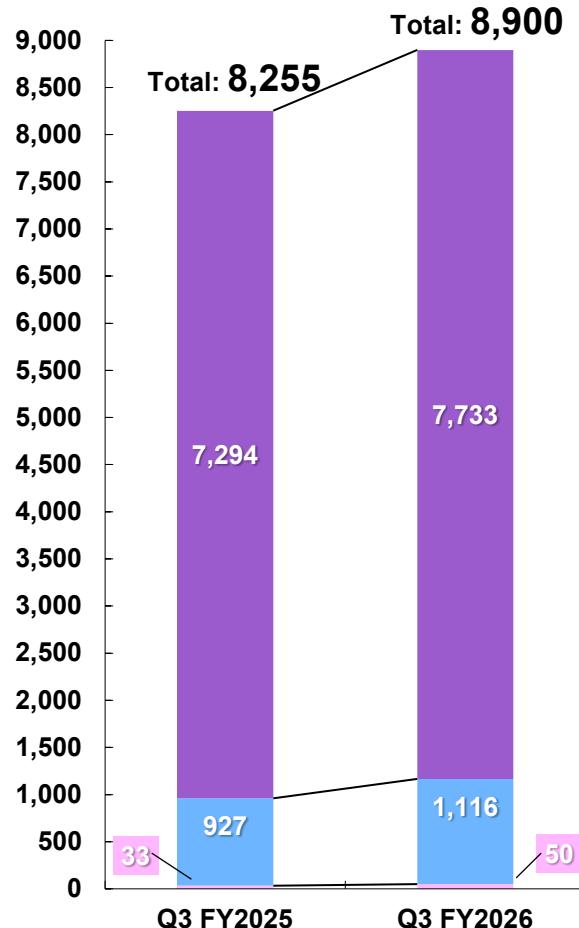
The gross margin increased due to the rising unit price of engineers.

- Recruitment-related investment expenses increased.
- Increase in IT/DX investment expenses

# (Non-consolidated) Net Sales by Business for Q3 FY2026

■ Engineer Dispatching up 6.0% ■ Contracting up 20.4% / Percentage 12.5%

Unit: million yen



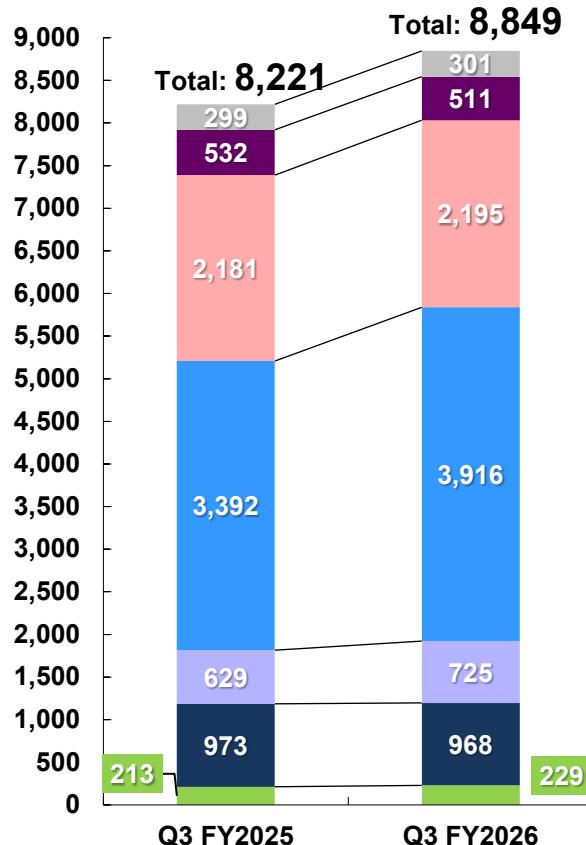
	Q3 FY2025		Q3 FY2026		Change from the previous year (%)	Percentage variance (pt)
	Result (million yen)	Ratio (%)	Result (million yen)	Ratio (%)		
Engineer Dispatching	7,294	88.4	7,733	86.9	6.0	(1.5)
Contracting	927	11.2	1,116	12.5	20.4	1.3
Subtotal	8,221	99.6	8,849	99.4	7.6	(0.2)
Other	33	0.4	50	0.6	50.6	0.2
Total	8,255	100.0	8,900	100.0	7.8	—

# (Non-consolidated) Net Sales by Industry Field for Q3 FY2026

- Electrical equipment up 0.7% ■ Transportation equipment up 15.5%
- Information and communications down 0.5%

※Our clients' demand for engineers exceeds the number we can supply. Considering the balance of industry fields, engineers were rotated strategically with the aim of increasing the unit price of engineers and improving the level of their work.

Unit: million yen



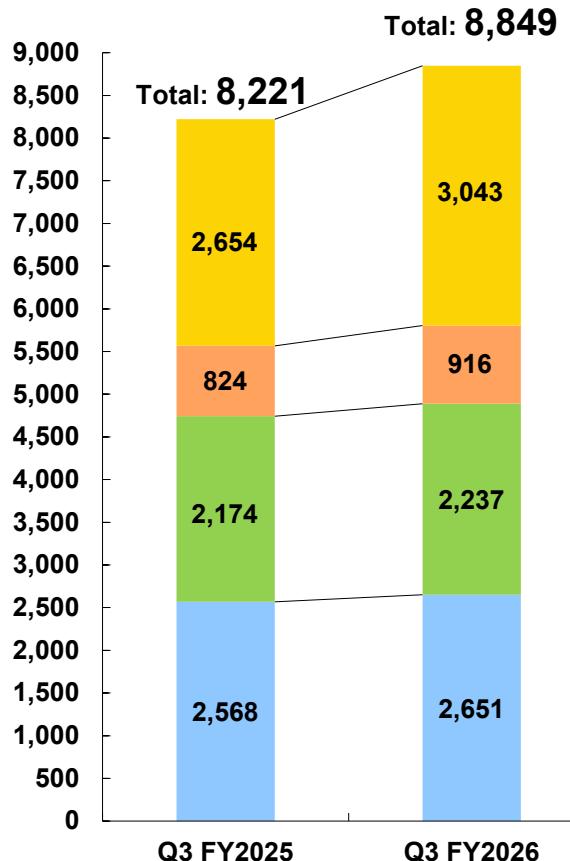
	Q3 FY2025		Q3 FY2026		Change from the previous year (%)	Percentage variance (pt)
	Result (million yen)	Ratio (%)	Result (million yen)	Ratio (%)		
Steel, nonferrous materials and metals	299	3.6	301	3.4	1.0	(0.2)
Mechanical equipment	532	6.5	511	5.8	(3.9)	(0.7)
Electrical equipment	2,181	26.5	2,195	24.8	0.7	(1.7)
Transportation equipment	3,392	41.3	3,916	44.3	15.5	3.0
Precision equipment	629	7.7	725	8.2	15.3	0.5
Information and communications	973	11.8	968	10.9	(0.5)	(0.9)
Miscellaneous	213	2.6	229	2.6	7.5	(0.0)
<b>Total</b>	<b>8,221</b>	<b>100.0</b>	<b>8,849</b>	<b>100.0</b>	<b>7.6</b>	—

\*Excludes sales from "Other" businesses.

# (Non-consolidated) Net Sales by Technology Field for Q3 FY2026

- Embedded / Model-Based up 14.7% ■ IT Solution up 11.2%
- Electronics up 2.9% ■ Machinery up 3.2%

Unit: million yen



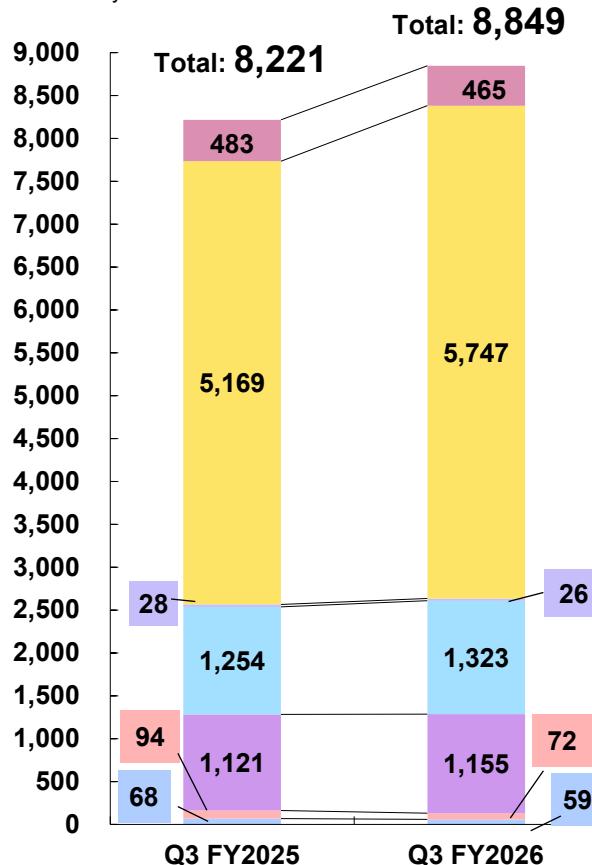
	Q3 FY2025		Q3 FY2026		Change from the previous year (%)	Percent- age variance (pt)
	Result (million yen)	Ratio (%)	Result (million yen)	Ratio (%)		
Embedded / Model-Based	2,654	32.3	3,043	34.4	14.7	2.1
IT Solution	824	10.0	916	10.4	11.2	0.3
Electronics	2,174	26.4	2,237	25.3	2.9	(1.2)
Machinery	2,568	31.2	2,651	30.0	3.2	(1.3)
<b>Total</b>	<b>8,221</b>	<b>100.0</b>	<b>8,849</b>	<b>100.0</b>	<b>7.6</b>	—

\*Excludes sales from "Other" businesses.

# (Non-consolidated) Net Sales by Region for Q3 FY2026

■ Kanto up 11.2% ■ Tokai up 5.5% ■ Kinki up 3.0%

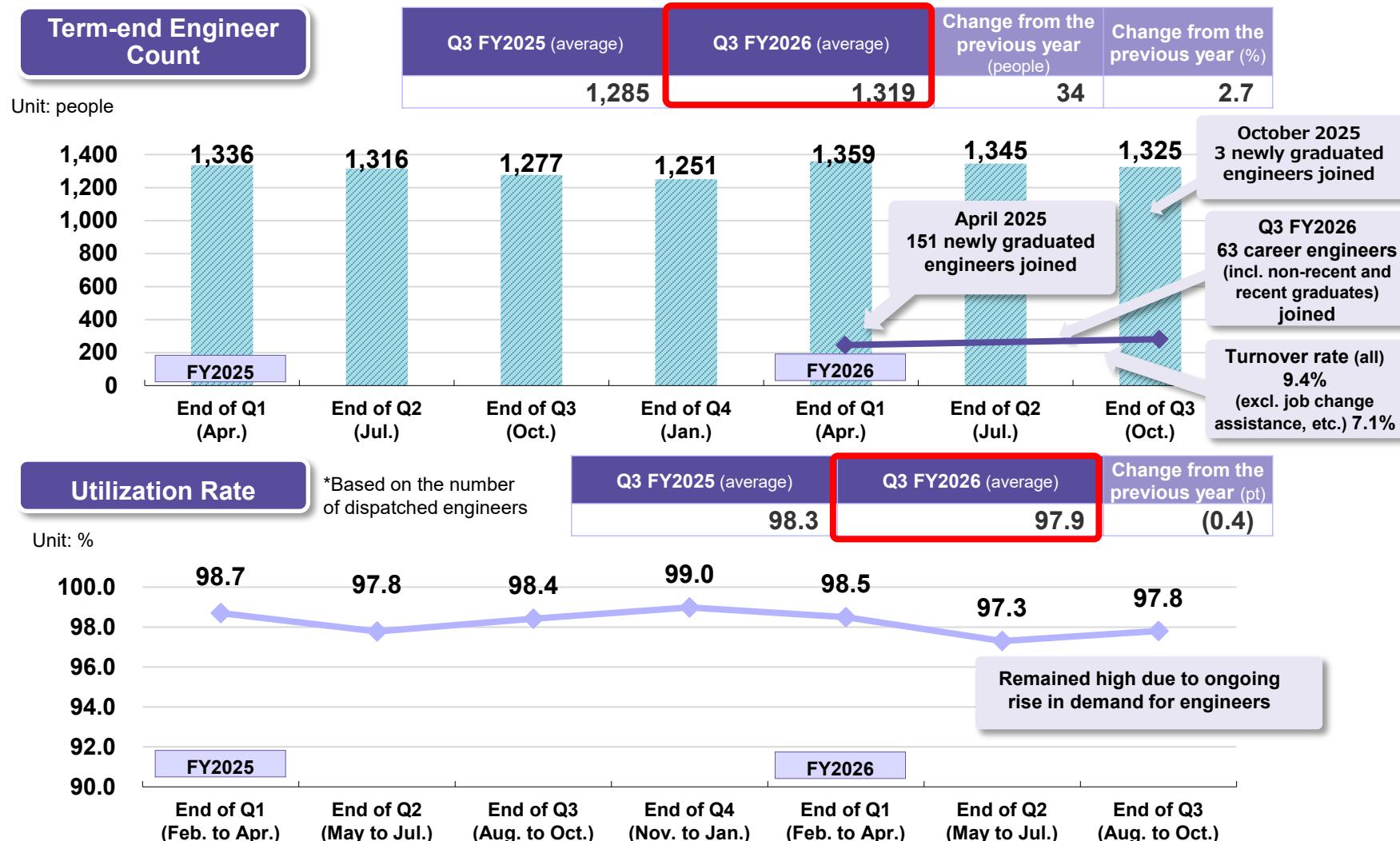
Unit: million yen



	Q3 FY2025		Q3 FY2026		Change from the previous year (%)	Percentage variance (pt)
	Result (million yen)	Ratio (%)	Result (million yen)	Ratio (%)		
Tohoku	483	5.9	465	5.3	(3.7)	(0.6)
Kanto	5,169	62.9	5,747	64.9	11.2	2.1
Hokuriku	28	0.3	26	0.3	(6.0)	(0.0)
Tokai	1,254	15.3	1,323	15.0	5.5	(0.3)
Kinki	1,121	13.6	1,155	13.1	3.0	(0.6)
Chugoku	94	1.2	72	0.8	(23.2)	(0.3)
Kyushu	68	0.8	59	0.7	(13.8)	(0.2)
<b>Total</b>	<b>8,221</b>	<b>100.0</b>	<b>8,849</b>	<b>100.0</b>	<b>7.6</b>	—

\*Excludes sales from "Other" businesses.

# (Non-consolidated) Term-End Engineer Count/ Utilization Rate for Q3 FY2026



\*New employees and others who joined the Company mid-year are not included in the utilization rate until after they are dispatched to their assignments.

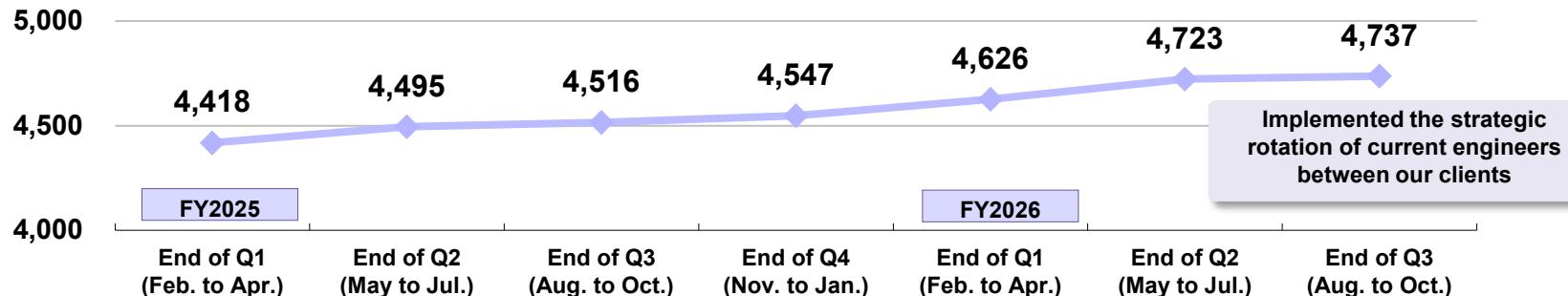
# (Non-consolidated) Unit Price of Engineers/ Total Work Person-Hours for Q3 FY2026

## Unit Price of Engineers

\*Figures for dispatched engineers \*Per person

Unit: yen / hour

Q3 FY2025 (average)	Q3 FY2026 (average)	Change from the previous year (yen)	Change from the previous year (%)
4,477	4,696	219	4.9

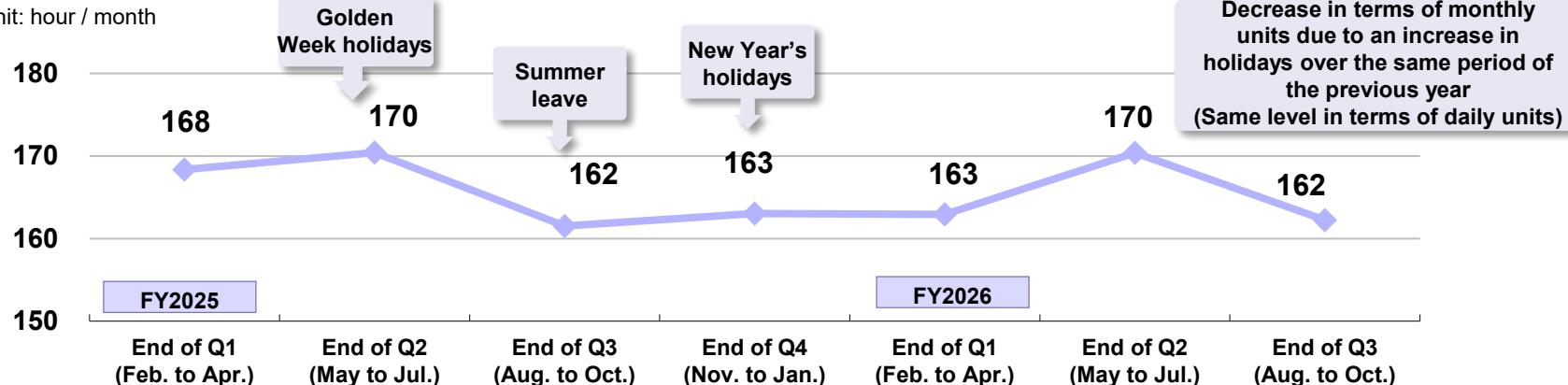


## Total Work Person-hours

\*Figures for dispatched engineers \*Per person

Unit: hour / month

Q3 FY2025 (average)	Q3 FY2026 (average)	Change from the previous year (h)	Change from the previous year (%)
167	165	(2)	(0.9)



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- **(Consolidated) Forecasts of financial results factor in the forecast of the financial results of CLIP SOFT Corporation, which is subject to consolidation.**
- **(Non-consolidated) Q3 progress rates on full-year forecast of financial results: Net sales 77.4%, operating profit 83.0%, ordinary profit 83.2%, profit 83.8%**

		(Consolidated) FY2026		(Non-consolidated) FY2026					Progress (%)
		Forecast of financial results		Forecast of financial results		Q3			Progress (%)
		Full year	Percentage (%)	Full year	Percentage (%)	Result	Percentage (%)		
Net sales	(million yen)	11,584	100.0	11,492	100.0	8,900	100.0	100.0	77.4
Operating profit	(million yen)	1,855	16.0	1,838	16.0	1,525	17.1	17.1	83.0
Ordinary profit	(million yen)	1,854	16.0	1,838	16.0	1,529	17.2	17.2	83.2
Profit/Profit attributable to owners of parent	(million yen)	1,286	11.1	1,274	11.1	1,068	12.0	12.0	83.8

# Forecast of Dividends for FY2026

Payout Ratio

Based on 50%

FY2026 (forecast) 70.0%

■ The interim dividend for this period is ¥42.

Our planned year-end dividend is ¥42.

Our planned annual dividend is ¥84. (Up 2 yen year-on-year)

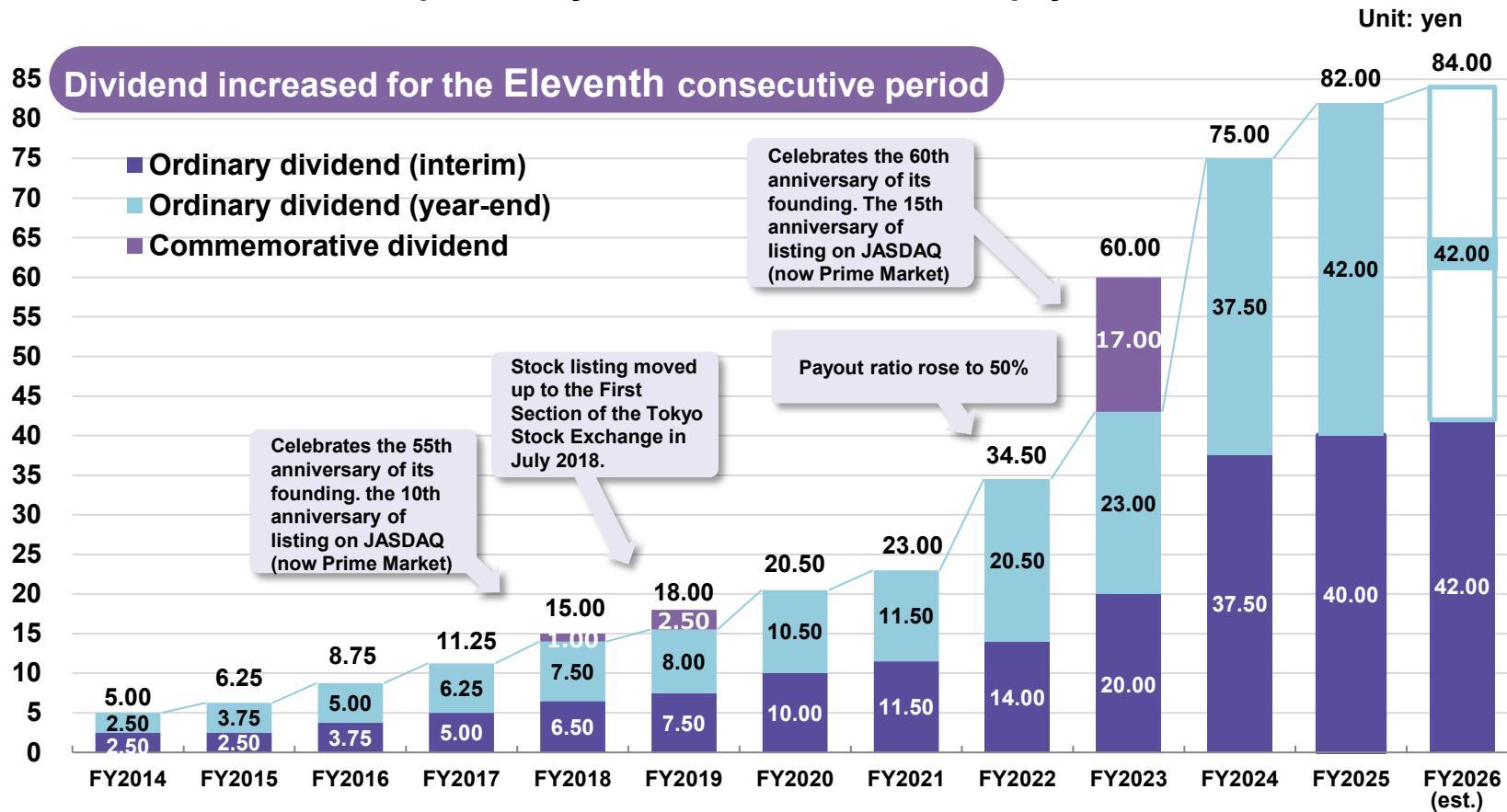
	Annual dividends per share (yen)			Dividend yield (%)	Payout ratio (%)	Dividend on equity ratio (DOE) (%)
	Second quarter-end	Fiscal year-end	Total			
FY2025	40.00	42.00	82.00	4.43	69.1	19.4
FY2026 (forecast)	42.00	42.00	84.00	4.26	70.0	

\*Dividend yield (%) = individual dividend per share (total) ÷ share price (year-end, closing price) × 100

Closing price at ending of FY2025 (January 31, 2025) 1,850 yen / Closing price at ending of Q3 FY2026 (October 31, 2025) 1,973 yen

# Dividend Per Share

■ We intend to increase our profit every year and determine a dividend amount that will not fall below the previous year's amount, based on a payout ratio of 50%.



Dividends per share were retroactively revised to factor in the impact of stock splits conducted as follows.  
 February 1, 2017 (2-for-1 stock split) • April 1, 2018 (2-for-1 stock split)

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# Acquisition of Shares of JOUHOU GIKEN, Ltd. (to Make It a Subsidiary)

It has resolved, at the meeting of its Board of Directors held on December 8, 2025, to acquire shares of JOUHOU GIKEN, Ltd. and make it a subsidiary of the Company.

## Reason for acquisition of shares

**We will endeavor to expand the Artner Group's services in the automotive and aerospace industries as we strive to further improve our enterprise value.**

## Overview of JOUHOU GIKEN, Ltd.

Name	JOUHOU GIKEN, Ltd.
Location	1-4-8 Mobara, Utsunomiya City, Tochigi Prefecture
Job title and name of representative	ONO Mitsuo, Representative Director
Description of business	Transportation equipment design and research and development support business
Share capital	10,000,000 yen
Date of establishment	June 20, 1985

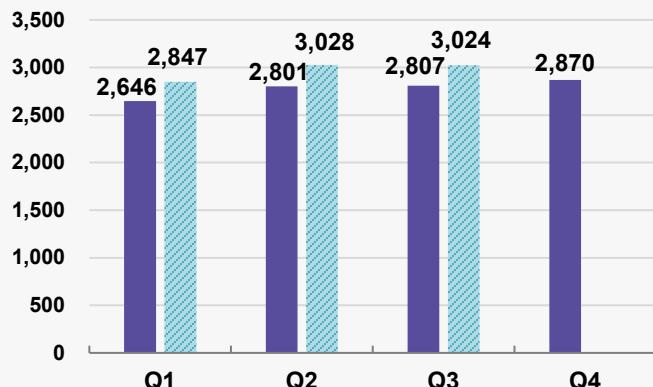
	FY2024
Net assets	669,418,000 yen
Total assets	788,453,000 yen
Net sales	975,078,000 yen
Operating profit	93,981,000 yen
Ordinary profit	100,734,000 yen
Profit	67,436,000 yen

Date of resolution at the meeting of the Board of Directors	December 8, 2025
Date of conclusion of the agreement	December 8, 2025
Date of commencement of share transfer	December 26, 2025 (scheduled)

# (Non-consolidated) Quarterly (Accounting Period) Financial Results

## Net sales

■ FY2025 ■ FY2026 Unit: million yen



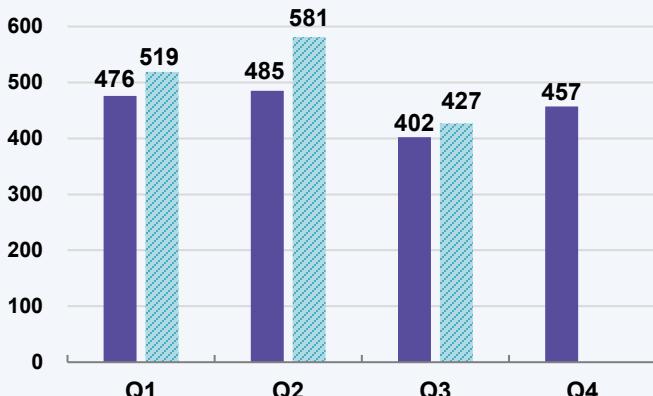
## Operating profit

■ FY2025 ■ FY2026 Unit: million yen



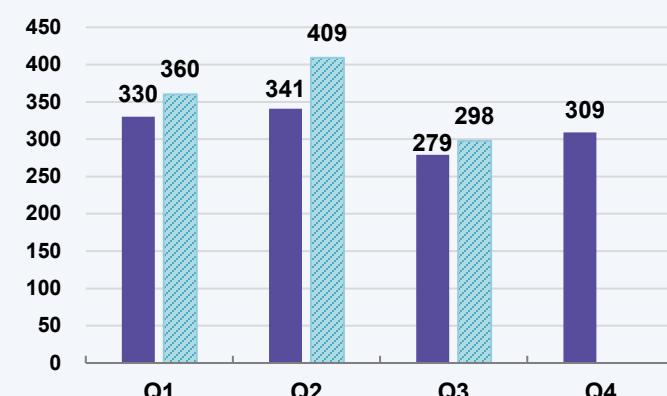
## Ordinary profit

■ FY2025 ■ FY2026 Unit: million yen



## Profit

■ FY2025 ■ FY2026 Unit: million yen



# (Non-consolidated) Quarterly (Accounting Period) Numerical Data for Financial Results

FY2026

	Q1(Feb. to Apr.)				Q2(May to Jul.)				Q3(Aug. to Oct.)				Q4(Nov. to Jan.)				full-year			
	Result (million yen)	Percent -age (%)	YOY (%)	*(1) (%)	Result (million yen)	Percent -age (%)	YOY (%)	*(1) (%)	Result (million yen)	Percent -age (%)	YOY (%)	*(1) (%)	Result (million yen)	Percent -age (%)	YOY (%)	*(1) (%)	Result (million yen)	Percent -age (%)	YOY (%)	
Net sales	2,847	100.0	7.6	24.8	3,028	100.0	8.1	26.4	3,024	100.0	7.7	26.3					11,492	100.0	3.3	
Cost of sales	1,728	60.7	7.9		1,787	59.0	4.1		1,947	64.4	4.8									
Gross profit	1,118	39.3	7.2		1,241	41.0	14.4		1,076	35.6	13.3									
SG&A expenses	600	21.1	5.6		660	21.8	10.1		650	21.5	16.7									
Operating profit	518	18.2	9.1	28.2	581	19.2	19.8	31.6	425	14.1	8.5	23.2					1,838	16.0	1.6	
Ordinary profit	519	18.3	9.2	28.3	581	19.2	19.7	31.6	427	14.2	6.4	23.3					1,838	16.0	0.9	
Profit	360	12.7	9.1	28.3	409	13.5	20.1	32.1	298	9.9	6.6	23.4					1,274	11.1	1.1	

\*(1) Quarterly composition of forecast of financial results (full year)

FY2025

	Q1(Feb. to Apr.)				Q2(May to Jul.)				Q3(Aug. to Oct.)				Q4(Nov. to Jan.)				full-year		
	Result (million yen)	Percent -age (%)	YOY (%)	*(2) (%)	Result (million yen)	Percent -age (%)	YOY (%)	*(2) (%)	Result (million yen)	Percent -age (%)	YOY (%)	*(2) (%)	Result (million yen)	Percent -age (%)	YOY (%)	*(2) (%)	Result (million yen)	Percent -age (%)	YOY (%)
Net sales	2,646	100.0	6.1	23.8	2,801	100.0	11.5	25.2	2,807	100.0	10.2	25.2	2,870	100.0	12.3	25.8	11,125	100.0	10.0
Cost of sales	1,601	60.5	4.8	22.8	1,716	61.3	8.2	24.5	1,857	66.2	5.8	26.5	1,837	64.0	8.1	26.2	7,013	63.0	6.7
Gross profit	1,044	39.5	8.2	25.4	1,084	38.7	17.2	26.4	950	33.8	20.0	23.1	1,033	36.0	20.6	25.1	4,112	37.0	16.2
SG&A expenses	568	21.5	16.8	24.7	599	21.4	14.9	26.0	557	19.9	10.0	24.2	576	20.1	15.3	25.0	2,302	20.7	14.2
Operating profit	475	18.0	(0.6)	26.3	485	17.3	20.1	26.8	392	14.0	38.0	21.7	456	15.9	28.2	25.2	1,810	16.3	18.9
Ordinary profit	476	18.0	(0.6)	26.1	485	17.3	20.4	26.7	402	14.3	37.2	22.1	457	15.9	28.3	25.1	1,821	16.4	18.9
Profit	330	12.5	(0.7)	26.2	341	12.2	19.9	27.1	279	10.0	37.9	22.2	309	10.8	33.7	24.5	1,260	11.3	19.8

\*(2) Quarterly composition of full-year financial results

<https://www.artner.co.jp/en/>

# Consolidated Balance Sheet for Q3 FY2026

\*As quarterly consolidated financial statements have been prepared since Q3 FY2026, figures for the previous fiscal year are reference values.

	(Non-consolidated) FY2025 January 31, 2025	(Consolidated) Current Q3 October 31, 2025
	Result (million yen)	Result (million yen)
Current assets	6,130	6,133
(Cash and deposits)	4,588	4,263
Non-current assets	556	1,062
(Goodwill)		329
Total assets	6,687	7,196
Total current liabilities	1,262	1,585
Total non-current liabilities	716	672
Total liabilities	1,979	2,258
Total net assets	4,708	4,937

Total assets mainly breaks down into cash and deposits of 4,263 million yen and accounts receivable - trade of JPY 1,775 million yen.

Total liabilities mainly breaks down into provision for bonuses of 588 million yen and liabilities related to retirement benefits of 564 million yen.

Total net assets mainly breaks down into capital of 238 million yen and retained earnings of 4,432 million yen.

# Handling of This Document

## Handling of This Document

**This document is intended to provide information to help you deepen your understanding of the Company, and is not intended to solicit investment in securities issued by the Company.**

**Although this document has been created carefully to ensure its accuracy, its completeness is not guaranteed.**

**The Company shall not be held liable for any failure or damage caused by the use of forecast data or information contained in this document.**

### **(Forward-looking statements)**

**The opinions, forecasts, and other information contained in this document are based on our assessment at the time this document was prepared, and they may include potential risks and uncertainties.**

**Therefore, actual results may differ from the forward-looking statements in this document due to various factors, such as changes in the business environment.**

### **(Processing of numbers)**

**As the amounts in the text and figures of this document are rounded down to the nearest unit, the total of breakdowns may not coincide with the official total numbers. In addition, as ratios (%) are rounded to the first decimal place, the total of their breakdown may not add up to 100.0%.**