

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.



January 29, 2026

**Consolidated Financial Report
For the Nine Months Ended December 31, 2025
(Under Japanese GAAP)**

Company Name: Meitec Group Holdings Inc.
Listing Tokyo Stock Exchange
Securities code.: 9744
URL: <https://www.meitecgroup-holdings.com/en/index.html>
Representative: Masato UEMURA, President, Group CEO
Inquiries: Toru YAMASHITA, Executive officer Group Accounting and Finance
Scheduled date to commence dividend payments: —
Preparation of supplementary material on financial results: Yes
Holding of financial results briefing: No

[Yen amounts are rounded down to millions, unless otherwise noted.]

1. Consolidated Results for the nine months ended December 31, 2025 (from April 1, 2025 to December 31, 2025)

(1) Consolidated operating results (cumulative) (% is comparison to the previous fiscal year)								
	Net Sales		Operating Profit		Ordinary Profit		Profit Attributable to Owners of Parent	
	Millions of Yen	%	Millions of Yen	%	Millions of Yen	%	Millions of Yen	%
Nine months ended December 31, 2025	103,522	3.1	16,168	6.3	16,295	6.8	11,124	13.5
Nine months ended December 31, 2024	100,398	5.1	15,212	6.2	15,253	6.4	9,801	(0.0)

(Note) Comprehensive Income; For the nine months ended December 31, 2025: 11,055 million yen [11.7 %]
For the nine months ended December 31, 2024: 9,901 million yen [0.1 %]

	Basic Earnings per Share	Diluted Earnings per Share
	Yen	Yen
Nine months ended December 31, 2025	144.09	—
Nine months ended December 31, 2024	126.95	—

(2) Consolidated financial position

	Total Assets	Net Assets	Equity Ratio
	Millions of Yen	Millions of Yen	%
As of December 31, 2025	80,976	44,389	54.8
As of March 31, 2025	93,605	48,776	52.1

Reference: Shareholders' Equity; As of December 31, 2025: 44,389 million yen
As of March 31, 2025: 48,776 million yen

2. Dividends

	Annual dividends per Share				
	1st Quarter	2nd Quarter	3rd Quarter	Year-end	Total
FY ended March 31, 2025	Yen —	Yen 88.00	Yen —	Yen 110.00	Yen 198.00
FY ending March 31, 2026	—	90.00	—	—	—
FY ending March 31, 2026 (Forecast)	—	—	—	91.00	181.00

(Note) Revisions to the forecast of cash dividends most recently announced: None

(Note) Breakdown of dividends for FY ending March 31, 2025: ordinary dividend of ¥168.00 and commemorative dividend of ¥30.00(the 50th anniversary commemorative dividend)

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

3. Consolidated Forecasts for Fiscal Year ending March 31, 2026 (April 1,2025 to March 31, 2026)

(% is comparison to the same period of previous fiscal year)

	Net Sales		Operating Profit		Ordinary Profit		Profit Attributable to Owners of Parent		Earnings per Share
	Millions of Yen	%	Millions of Yen	%	Millions of Yen	%	Millions of Yen	%	Yen
FY ending March 31, 2026	137,000	3.0	20,200	7.3	20,400	7.9	13,900	9.1	180.04

(Note) Revision of performance forecast from recent forecast: None

Notes to Financial Statements

(1) Significant changes in the scope of consolidation during the period: None

 Newly consolidated: —

 Excluded: —

(2) Adoption of accounting treatment specific to the preparation of semi-annual consolidated financial statement: Yes

(3) Changes in accounting policies, changes in accounting estimates, and restatements

 i. Changes in accounting policies due to revisions to accounting standards and other regulations : None

 ii. Changes in accounting policies due to other reasons : None

 iii. Changes in accounting estimates : None

 iv. Restatement : None

(4) Number of issued shares (common shares)

 i. Total number of issued shares at the end of the period (including treasury shares)

 As of December 31, 2025: 78,000,000

 As of March 31, 2025: 78,000,000

 ii. Number of treasury shares at the end of the period

 As of December 31, 2025: 793,231

 As of March 31, 2025: 792,998

 iii. Average number of shares outstanding during the period (cumulative from the beginning of the fiscal year)

 Nine months ended December 31, 2025: 77,206,872

 Nine months ended December 31, 2024: 77,207,356

* **Review of the Japanese-language originals of the attached consolidated quarterly financial statements by certified public accountants or an audit firm : None**

* **Proper use of earnings forecasts, and other special matters**

Earnings forecasts and other forward-looking statements in this release are based on data currently available to management and certain assumptions that management believes are reasonable, and it is not intended to promise its achievement. Actual results may therefore differ materially from these statements for various reasons. Some important factors that might have an effect on business performance pertain to Business Risks stated in the Company's annual securities report and other information already released, but factors influencing business performance are not limited to those released.

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

1. Overview of Operating Results

(1) Overview of Operating Results

During the first three quarters of the current fiscal year (the nine months from April 1, 2025 to December 31, 2025), the economic outlook remained uncertain due to ongoing instability in the international situation.

MEITEC (MT) and MEITEC Fielders (MF), which are responsible for the Engineering Solutions Business that accounts for more than 90% of the Group's consolidated net sales, saw orders and utilization ratios remain strong as leading manufacturers that constitute the Group's major clients invested in technological development focused on the next generation of products. Due to challenges in recruitment, the number of engineers (total for MT and MF) as of December 31, 2025 decreased slightly year on year to 12,283 (down 82, or -0.7% compared to December 31, 2024). The utilization ratio remained at the same level year on year as a result of assignments of new employees and existing employees in response to orders. Furthermore, working hours decreased slightly year on year, mainly due to a decrease in overtime work.

As a result, consolidated net sales for the period under review increased ¥3,123 million, or 3.1%, from a year earlier to ¥103,522 million. Consolidated cost of sales increased ¥2,795 million, or 3.9%, from a year earlier to ¥75,142 million, due mainly to an increase in labor expenses, and consolidated selling, general and administrative expenses decreased ¥627 million, or 4.9%, from a year earlier to ¥12,211 million. As a result, consolidated operating profit increased ¥956 million, or 6.3%, from a year earlier to ¥16,168 million, and consolidated ordinary profit increased ¥1,042 million, or 6.8%, from a year earlier to ¥16,295 million. Profit attributable to owners of parent increased ¥1,323 million, or 13.5%, from a year earlier to ¥11,124 million, as a result of having recorded impairment losses of ¥620 million in the previous fiscal year associated with the suspension of use of a large training facility owned by the Company.

For details, please refer to the "Results for the 3rd Quarter of the Fiscal Year Ending March 31, 2026" released today on the Tokyo Stock Exchange's Timely Disclosure network (TDnet Company Announcements Service) and the Company's website.

The following information highlights performance by segment:

(1)-1. Engineering Solutions Business

Net sales in the Engineering Solutions Business segment, especially in the temporary engineer staffing business, our core business, increased ¥3,157 million, or 3.2%, from a year earlier to ¥102,560 million on the back of the steady performance of the utilization ratio and other factors. Operating profit increased ¥1,105 million, or 7.4%, from a year earlier to ¥16,058 million.

The overall utilization ratio remained at the same level year on year with 98.2% at MT (98.0% in the previous fiscal year) and 96.7% at MF (96.7% in the previous fiscal year). Working hours decreased slightly year on year to 8.32 hours/day at MT (8.35 hours/day in the previous fiscal year) and to 8.18 hours/day at MF (8.21 hours/day in the previous fiscal year).

(1)-2. Recruiting & Placement Business for Engineers

MEITEC NEXT operates a job placement business for engineers. Net sales decreased ¥38 million, or 3.8%, from a year earlier to ¥965 million, and operating profit decreased ¥11 million, or 3.2%, from a year earlier to ¥331 million, due to factors including a decrease in the number of job placements.

(1)-3. Other

In businesses related to the group operations of Meitec Group Holdings Inc., operating revenue increased ¥5,707 million, or 74.3%, from a year earlier to ¥13,386 million, and operating profit increased ¥5,736 million, or 80.7%, from a year earlier to ¥12,845 million.

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

(2) Overview of Financial Position

Total consolidated assets at the end of the 3rd quarter (December 31, 2025) decreased ¥12,629 million from March 31, 2025 to ¥80,976 million. This reflected a decrease of ¥13,019 million in current assets from the previous fiscal year-end as a result of a decrease in cash and deposits. Furthermore, the main factors for the decrease in cash and deposits were payment of bonuses, income taxes payable and dividends.

Total consolidated liabilities as of December 31, 2025 decreased ¥8,242 million from March 31, 2025 to ¥36,586 million. This reflected a decrease of ¥8,591 million in current liabilities from the previous fiscal year-end. The decrease in current liabilities was primarily due to a decrease in provision for bonuses associated with the payment of bonuses.

Total consolidated net assets as of December 31, 2025 decreased ¥4,386 million from March 31, 2025 to ¥44,389 million. This mainly reflected an increase in profit attributable to owners of parent due to business performance in the period under review, offset by the payment of dividends.

2. Consolidated Financial Statements

(1) Consolidated Balance Sheets

(Millions of Yen)

	Fiscal year ended Mar. 31, 2025	The 3rd Quarter ended Dec. 31, 2025
Assets		
Current assets		
Cash and deposits	53,005	44,215
Notes and accounts receivable - trade	18,106	18,332
Work in process	196	168
Consumption taxes refund receivable	3,659	8
Other	2,088	1,310
Allowance for doubtful accounts	(5)	(4)
Total current assets	77,050	64,031
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	2,724	2,634
Other, net	1,525	1,503
Total property, plant and equipment	4,250	4,138
Intangible assets		
Other	312	232
Total intangible assets	312	232
Investments and other assets		
Deferred tax assets	9,686	9,718
Other	2,321	2,870
Allowance for doubtful accounts	(16)	(14)
Total investments and other assets	11,991	12,573
Total non-current assets	16,554	16,944
Total assets	93,605	80,976
Liabilities		
Current liabilities		
Income taxes payable	4,539	2,209
Provision for bonuses for directors (and other officers)	70	70
Provision for bonuses	11,384	5,792
Other	12,011	11,342
Total current liabilities	28,005	19,414
Non-current liabilities		
Retirement benefit liability	16,823	17,171
Total non-current liabilities	16,823	17,171
Total liabilities	44,828	36,586
Net assets		
Shareholders' equity		
Share capital	5,000	5,000
Capital surplus	1,259	1,259
Retained earnings	43,942	39,625
Treasury shares	(1,693)	(1,693)
Total shareholders' equity	48,508	44,191
Accumulated other comprehensive income		
Revaluation reserve for land	(508)	(508)
Remeasurements of defined benefit plans	776	707
Total accumulated other comprehensive income	267	198
Total net assets	48,776	44,389
Total liabilities and net assets	93,605	80,976

(2) Consolidated Statements of Income and Comprehensive Income
 (Consolidated Statements of Income)

(Millions of Yen)

	The 3rd Quarter ended Dec. 31, 2024	The 3rd Quarter ended Dec. 31, 2025
Net sales	100,398	103,522
Cost of sales	72,346	75,142
Gross profit	28,052	28,380
Selling, general and administrative expenses	12,839	12,211
Operating profit	15,212	16,168
Non-operating income		
Interest income	6	61
Subsidy income	26	40
Interest on tax refund	7	20
Other	12	8
Total non-operating income	52	131
Non-operating expenses		
Commitment fees	1	—
Loss on cancellation of rental contracts	—	1
Other	9	2
Total non-operating expenses	11	4
Ordinary profit	15,253	16,295
Extraordinary income		
Gain on sale of non-current assets	—	0
Total extraordinary income	—	0
Extraordinary losses		
Loss on sale of non-current assets	—	0
Loss on retirement of non-current assets	0	26
Impairment losses	620	10
Total extraordinary losses	621	36
Profit before income taxes	14,632	16,259
Income taxes	4,831	5,134
Profit	9,801	11,124
Profit attributable to owners of parent	9,801	11,124

(Quarterly Consolidated Statements of Comprehensive Income)

(Millions of Yen)

	The 3rd Quarter ended Dec. 31, 2024	The 3rd Quarter ended Dec. 31, 2025
Profit	9,801	11,124
Other comprehensive income		
Remeasurements of defined benefit plans, net of tax	99	(69)
Total other comprehensive income	99	(69)
Comprehensive income	9,901	11,055
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	9,901	11,055

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

(3) Notes to Consolidated Financial Statements

(Notes to Financial Statements Regarding Going Concern)

None

(Notes Regarding the Occurrence of Significant Changes in Amount of Shareholders' Equity)

None

(Notes to Quarterly Consolidated Statements of Cash Flows)

Quarterly consolidated statements of cash flows are not prepared for the three months ended December 31, 2025.

Depreciation (including amortization of intangible assets) for the three-month period under review is as follows:

(Millions of Yen)

	Nine months ended December 31, 2024 (from April 1, 2024 to December 31, 2024)	Nine months ended December 31, 2025 (from April 1, 2025 to December 31, 2025)
Depreciation	219	206

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

(Notes to Segment Information, etc.)

[Segment Information]

I Nine months ended December 31, 2024 (from April 1, 2024 to December 31, 2024)

1. Disclosure of Sales and Profit (Loss) for Each Reportable Segment • Matters regarding changes to reporting segments, etc.
(Thousands of Yen)

	Reportable segments			Total
	Engineering Solutions Business	Recruiting & Placement Business for Engineers	Other	
Net sales				
Revenues from external customers	99,400	998	—	100,398
Intersegment sales and transfers	2	5	7,679	7,687
Total	99,403	1,004	7,679	108,086
Segment profit	14,953	343	7,109	22,405

Note: The “Other” segment represents the Company’s business as a holding company, mainly engaged in the management of Group companies and real estate.

2. Difference between the Total Amount of Profit (Loss) for Reportable Segments and the Amount Recorded in the Quarterly Consolidated Financial Statements and the Main Details of Such Difference (Matters Concerning Reconciliation)

(Thousands of Yen)

Profit	Amount
Reportable segment total	22,405
Intersegment eliminations	(7,192)
Operating profit in quarterly consolidated financial statements	15,212

II Nine months ended December 31, 2025 (from April 1, 2025 to December 31, 2025)

1. Disclosure of Sales and Profit (Loss) for Each Reportable Segment

(Thousands of Yen)

	Reportable segments			Total
	Engineering Solutions Business	Recruiting & Placement Business for Engineers	Other	
Net sales				
Revenues from external customers	102,558	964	—	103,522
Intersegment sales and transfers	2	1	13,386	13,390
Total	102,560	965	13,386	116,912
Segment profit	16,058	331	12,845	29,236

Note: The “Other” segment represents the Company’s business as a holding company, mainly engaged in the management of Group companies and real estate.

2. Difference between the Total Amount of Profit (Loss) for Reportable Segments and the Amount Recorded in the Quarterly Consolidated Financial Statements and the Main Details of Such Difference (Matters Concerning Reconciliation)

(Thousands of Yen)

Profit	Amount
Reportable segment total	29,236
Intersegment eliminations	(13,067)
Operating profit in quarterly consolidated financial statements	16,168

(Application of special accounting for preparing quarterly consolidated financial statements)

Tax expenses

Tax expenses are calculated by multiplying the profit before income taxes by the reasonably estimated effective tax rates after the application of tax effect accounting to the profit before income taxes for the fiscal year including the Third quarter ended December 31, 2025.