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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 |
| | Yen | Yen | Yen | Yen | Yen |
| FY ended March 31, 2025 | — | 88.00 | — | 110.00 | 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)

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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.

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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.

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(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 |

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(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 |

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(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.
 (Millions 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)

(Millions 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

(Millions 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)

(Millions 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.