(Note) This English translation of the summary of the financial statement was prepared for reference only.
In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

Consolidated Financial Statements
For the First Quarter of Fiscal Year Ending March 31, 2027 (Japanese GAAP)

August 7, 2026

Listed company name: UT Group Co., Ltd.
Stock exchange listing: Tokyo
Code number: 2146
URL: http://www.ut-g.co.jp
Representative: Manabu Sotomura, President and Representative Director
For inquiries: Takahito Yamada, Executive Officer and Division Manager, Service Infrastructure Division
TEL: 03-5447-1710
Scheduled date of cash dividend payment: September 18, 2026
Supplemental material for the financial results provided: Yes (to be uploaded on the Company's website on August 7, 2026)
Results briefing for the period under review provided: No (The briefing video will be uploaded on the Company's website on August 7, 2026)

(All amounts are rounded down to the nearest million yen.)

1. Consolidated Results for the First Quarter of FY3/2027 (April 1, 2026 – June 30, 2026)

(1) Consolidated Earnings Results

(Percentages indicate year-on-year changes.)

	Net Sales		Operating income		Ordinary income		Net Income attributable to owners of the parent	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%
1Q of FY3/2027	42,247	1.2	3,506	42.4	3,519	43.1	2,238	44.9
1Q of FY3/2026	41,756	(5.5)	2,462	28.1	2,458	31.5	1,544	(68.7)

(Note) Comprehensive income (million yen) 1Q of FY3/2027: 2,345 [44.5%] 1Q of FY3/2026: 1,623 [-68.5%]

	Net income per share	Net income per share, diluted
	Yen	Yen
1Q of FY3/2027	3.93	3.72
1Q of FY3/2026	2.64	2.55

* The Company conducted a 15-for-1 stock split of its common stock with an effective date of January 1, 2026. Quarterly earnings per share and quarterly diluted earnings per share have been calculated on the assumption that the stock split was implemented at the beginning of FY3/2026.

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Million yen	Million yen	%
1Q of FY3/2027	62,404	31,915	40.1
FY3/2026	63,473	32,141	39.8

(Reference) Equity capital (million yen) 1Q of FY3/2027: 25,043 FY3/2026: 25,231

2. Cash Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	FY-end	Total
	Yen	Yen	Yen	Yen	Yen
FY3/2026	40.19	44.61	38.96	4.00	—
FY3/2027	3.77				
FY3/2027 (Plan)		—	—	—	10.23

(Notes) (1) Revision of the dividend forecast disclosed recently: None
(2) Breakdown of dividend for 1Q of FY3/2027: common dividend 3.77 yen
(3) The Company conducted a 15-for-1 stock split of its common stock effective January 1, 2026. Total annual dividends for FY3/2026 are not presented because simple sums cannot be made due to the implementation of a stock split. If the stock split is not taken into account, the year-end dividend for FY3/2026 will be 60.00 yen and the annual dividend will be 183.76 yen.
(4) The dividend forecast for FY3/2027 is calculated based on a dividend payout ratio of 100% against the forecasted profit per share of 10.23 yen. This per-share figure is calculated by dividing the forecasted profit attributable to owners of parent by the number of shares issued at the end of the period, including shares held by the Employee Stock Ownership Plan (ESOP) trust. Dividends for the end of the second quarter, the end of the third quarter, and the fiscal year-end are currently undetermined.

3. Consolidated Forecasts for FY3/2027 (April 1, 2026 – March 31, 2027)

(Percentages indicate year-over-year changes.)

	Net Sales		Operating income		Ordinary income		Net Income attributable to owners of the parent		Net income per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Full year	170,000	1.9	10,000	-5.8	10,000	-7.7	6,100	-14.3	10.72

(Notes) (1) Revision of the earnings forecasts disclosed recently: None
(2) The EPS estimate for FY3/2027 is calculated from the average number of shares of the term based on the number of shares outstanding at the end of the first quarter of FY3/2027.

* Notes
(1) Significant changes in the scope of consolidation during the period : No
(2) Use of particular accounting procedures in preparation of quarterly consolidated financial statements: Yes
(3) Changes in accounting policies and accounting-based estimates, and restatements
(a) Changes in accounting policies due to revisions in accounting standards and others: No
(b) Changes in accounting policies other than (a) above: No
(c) Changes in accounting-based estimates: No
(d) Restatements: No

(4) Number of outstanding shares (common stock)
(a) Number of shares outstanding at the end of the period (including treasury shares):

1Q of FY3/2027	601,634,745	FY3/2026	601,193,745

(b) Number of treasury shares at the end of the period:

1Q of FY3/2027	32,235,235	FY3/2026	31,151,925

(c) Average number of shares outstanding during the period (cumulative for quarter)

1Q of FY3/2027	568,901,187	1Q of FY3/2026	584,050,617

* The Company conducted a 15-for-1 stock split of its common stock with an effective date of January 1, 2026. The number of shares outstanding at the end of the period, the number of treasury shares at the end of the period, and the average number of shares during the period have been calculated on the assumption that the stock split in question had taken place at the beginning of the previous fiscal year.

* The Company has introduced a stock-based compensation plan for employees, and the number of treasury shares at the end of the fiscal year includes shares of the Company held by the Stock Grant ESOP (Employee Stock Ownership Plan) Trust (24,502,600 shares for 1Q of FY3/2027; 26,451,100 share for FY3/2026). In addition, the Company's shares held by the Trust are included in the treasury shares deducted in the calculation of the average number of shares during the fiscal year.

* Review of the attached quarterly consolidated financial statements by the certified public accountant or then auditing firm : Yes (optional)

* Explanation concerning appropriate use of earnings forecasts and other notes

(Cautionary statement with respect to forecasts of future performance and other items)

Forecasts regarding future performance and other forward-looking statements in these materials are based on certain assumptions judged to be valid and information currently available to the Company. These statements are not promises by the Company regarding future performance. Actual performance may differ significantly from these forecasts for a number of reasons. For precautions on usage of forecasts of future performance, please refer to the section “1. Overview of Business Results, (3) Description of Consolidated Earnings Forecast and Other Forward-looking Information” on page 4 of the attachments

(How to receive the supplemental materials for the financial results and the results briefing video of 1Q of FY 3/2027)

The supplemental material for the financial results provided and the results briefing video are scheduled to be uploaded on the Company’s website on August 7, 2026.

1. Overview of Business Results

(1) Overview of Business Results for the Three Months Ended June 30, 2026

In the first quarter of FY3/2027 (April 1, 2026 – June 30, 2026), impacts of the U.S. tariff policy were evident mainly in the automobile industry, and the outlook remained uncertain. Although the Japanese economy continued a moderate recovery due to improvements in employment and income conditions, the economic outlook remained unpredictable due to the impact of the situation in the Middle East and the continued rise in prices caused by the depreciation of the yen. Industrial production showed signs of recovery in the transportation equipment industry and remained firm mainly in the electronic parts and devices industry.

Given these circumstances, labor shortages in the manufacturing process continue, and the number of people seeking workstyles that suit their lifestyles is increasing. As a result, it is becoming increasingly difficult to recruit personnel due to intensifying competition for human resources and rising hiring costs.

In order to respond to this business environment, UT Group renewed its Fifth Medium-term Business Plan which commenced with the fiscal year under review on November 13, 2025. The main policy of this plan is to promote a "Twin-Customer Strategy" that will enable all people involved to achieve sustainable growth with both "working people" and "client companies" as customers, and to meet the needs of even more customers, by accelerating the growth of the placement business in addition to the stable growth of the staffing business—UT's core business.

In addition, from FY3/2026, UT Group introduced a stock-based compensation plan for employees, which grants Company shares to its technical employees who meet certain requirements based on their cumulative working hours including those worked non-consecutively. UT Group will increase employee engagement, improve their retention and re-entry rates, and increase corporate value over the medium to long term.

An overview of UT Group's operating results for the 1Q of FY3/2027 is as follows.

(Millions of yen)

	1Q of FY3/2026	1Q of FY3/2027	Y-O-Y
Net sales	41,756	42,247	＋1.2%
Gross income	7,971	8,362	＋4.9%
Selling, general and administrative expenses	5,508	4,855	-11.9%
Operating income	2,462	3,506	＋42.4%
Ordinary income	2,458	3,519	＋43.1%
Net income attributable to owners of the parent	1,544	2,238	＋44.9%
Number of technical employees	33,740	33,008	-732

In the first quarter of FY3/2027, consolidated net sales remained at the same level as the previous fiscal year due to strong sales of human resource services for the semiconductor industry, despite sluggish sales of human resource services for manufacturing companies in the automotive industry. Operating income increased significantly due to an improvement in the gross profit margin, reflecting optimized personnel allocation and successful unit price negotiations, as well as a reduction in selling, general and administrative (SG&A) expenses, particularly in recruitment expenses. Ordinary income and net income attributable to owners of the parent also increased significantly.

Regarding the workforce supply system, although the turnover rate continues to improve, the number of technical employees in Japan decreased year-on-year as a result of hiring activities that took into account the supply-demand balance due to the increase in hiring unit prices and other factors. In response to this situation, we will continue to invest in human capital with the aim of increasing engagement with employees and improving their retention and re-entry rates. At the same time, we will focus on improving hiring efficiency by identifying a broader range of personnel needs through proactive sales activities and matching personnel with referral opportunities.

In April 2026, UT Group reorganized its internal organization from industry-based to role-based in order to improve the efficiency of organizational management. In accordance with this, the Company adopted a single reportable segment from the first quarter of the current fiscal year.

The operating results of each field are summarized as follows.

(Automotive Sector Staffing and Placement Field: Former Motor & Energy Business)

This field provides human resources services for manufacturing companies, primarily in the automotive industry.

During the first quarter of FY3/2027, demand for human resources remained stable due to the impact of the U.S. tariff policy and the situation in the Middle East. Under these circumstances, cost-effectiveness deteriorated due to rising costs of recruiting media. We therefore pursued hiring efficiency and at the same time worked on carefully examining the projects accepted and carried out hiring that took into account the supply-demand balance. As a result, the number of technical employees decreased and sales in this field decreased year on year.

UT Group is promoting sales activities aimed at expanding the dispatch of foreign workers, including Japanese Brazilians. In order to respond to various types of employment along with employment needs, we are working to strengthen our service base by focusing on securing and concluding referral opportunities for fixed-term employees.

As a result, in the first quarter of FY3/2027, the Field recorded net sales of 12,361 million yen (down 5.6% y-o-y) and the number of technical employees was 8,108 (a decrease of 987 from 9,095 a year ago).

(Semiconductor Sector Staffing and Placement Field: Former Semiconductor Business)

This field provides human resources services for manufacturing companies, primarily in the semiconductor industry.

In the first quarter of FY3/2027, demand for human resources has been increasing amid semiconductor manufacturers and semiconductor equipment manufacturers increasing production activities supported by an increase in AI-related investment in Japan.

In light of this demand environment, UT Group worked to expand its share in client companies’ workplaces by strengthening efforts to acquire new projects and promoted negotiations on unit billing rates in the dispatch business, resulting in sales in the field trending upward.

In addition, we are selecting priority projects and building a system to receive orders on a project-by-project basis. In addition, in order to improve employee retention rates, we will also give semiconductor engineers greater flexibility in selecting their careers and provide them with opportunities for skill and career development. Through this, we are working to expand options for employment opportunities.

As a result, in the first quarter of FY3/2027, the Field recorded net sales of 10,129 million yen (up 8.1% y-o-y) and the number of technical employees was 6,883 (an increase of 172 from 6,711 a year ago).

(Regional Staffing and Placement Field: Former Agent Business)

This field provides human resources services primarily to local small and medium-sized companies.

In the first quarter of FY3/2027, UT Group worked to negotiate unit billing rates in the dispatch business and focused on reviewing hiring methods and improving the matching rate in the process from application through to joining the company. This resulted in stable sales in this field.

We have also focused on launching a new job placement service launched in the previous fiscal year, and we are working to expand the number of job openings by introducing not only positions within the UT Group, but also positions related to direct hiring by our client companies and positions for dispatched workers offered by other companies in the same industry.

As a result, in the first quarter of FY3/2027, the Field recorded net sales of 16,059 million yen (up 2.9% y-o-y) and the number of technical employees was 14,999 (a decrease of 430 from 15,429 a year ago).

(Joint Venture Field with the Fujitsu Group and the Hitachi Group: Former Next Carrier Business)

This field is mainly comprised of joint ventures with the Fujitsu Group and the Hitachi Group and provides services of accepting human resources, worker dispatch, and outsourced work in connection with the major group companies' structural reforms.

In the first quarter of FY3/2027, UT Group enhanced the services provided to both groups, strengthened the acquisition of new client projects, and focused on sales activities to key clients where demand is expected to grow. As a result, sales in this field remained at the same level as the previous fiscal year. In addition, progress has been made in the organizational restructuring that has been implemented since the previous fiscal year to improve profitability, and UT MESC Co., Ltd. and UT HITES Co., Ltd. merged on April 1, 2026.

As a result, in the first quarter of FY3/2027, the Field recorded net sales of 3,697 million yen (up 0.5% y-o-y) and the number of technical employees was 3,018 (an increase of 513 from 2,505 a year ago).

(2) Summary of Financial Condition for the Three Months Ended June 30, 2026

(Assets)

Current assets as of the end of the first quarter decreased by 681 million yen from the end of FY3/2026 to 51,721 million yen. This was mainly due to a decrease of 913 million yen in Cash and deposits. Non-current assets amounted to 10,683 million yen, a decrease of 387 million yen from the end of FY3/2026. The main reason was a decrease of 221 million yen in Software due to amortization. As a result, total assets amounted to 62,404 million yen, a decrease of 1,068 million yen from the end of FY3/2026.

(Liabilities)

Current liabilities at the end of the first quarter decreased by 72 million yen from the end of FY3/2026 to 22,521 million yen. This was mainly due to a decrease of 1,483 million yen in Income taxes payable and a decrease of 1,225 million yen in Provision for bonuses despite an increase of 1,132 million yen in Accrued consumption taxes and an increase of 1,009 million yen in Deposits received. Non-current liabilities totaled 7,967 million yen, a decrease of 769 million yen from the end of FY3/2026. This was mainly due to a decrease of 587 million yen in Long-term borrowings and a decrease of 571 million yen in Retirement benefit liability, despite an increase of 437 million yen in Long-term accounts payable. In sum, total liabilities amounted to 30,488 million yen, a decrease of 842 million yen from the end of FY3/2026.

(Net assets)

Net assets at the end of the first quarter amounted to 31,915 million yen, down 226 million yen from the end of FY3/2026. This was mainly attributable to the payment of 2,383 million yen in dividends from retained earnings and the purchase of own shares of 556 million yen, despite the recording of 2,238 million yen as Profit attributable to owners of the parent and the disposal of own shares of 418 million yen. As a result, the equity ratio was 40.1%, compared to 39.8% at the end of FY3/2026.

(3) Description of Consolidated Earnings Forecast and Other Forward-looking Information

UT Group's consolidated forecasts for FY3/2027 remain unchanged, as announced on May 14, 2026.

2. Quarterly Consolidated Financial Statements and Significant Notes

(1) Quarterly Consolidated Balance Sheets

(Million yen)

	As of March 31, 2026	As of June 30, 2026
Assets		
Current assets		
Cash and deposits	29,507	28,594
Notes and accounts receivable - trade	20,240	20,712
Work in process	24	61
Raw materials and supplies	51	43
Other	2,820	2,605
Allowance for doubtful accounts	-242	-296
Total current assets	52,402	51,721
Non-current assets		
Property, plant and equipment	1,073	960
Intangible assets		
Goodwill	4,130	4,035
Software	2,326	2,105
Other	1,651	1,696
Total intangible assets	8,108	7,836
Investments and other assets		
Investment securities	16	48
Long-term loans receivable	0	0
Long-term prepaid expenses	11	13
Deferred tax assets	1,388	1,351
Other	477	477
Allowance for doubtful accounts	-5	-4
Total investments and other assets	1,889	1,886
Total non-current assets	11,071	10,683
Total assets	63,473	62,404

(Million yen)

	As of March 31, 2026	As of June 30, 2026
Liabilities		
Current liabilities		
Notes and accounts payable - trade	99	105
Current portion of long-term borrowings	2,900	2,775
Accounts payable - other	2,011	1,544
Accrued expenses	8,359	9,051
Lease liabilities	4	4
Income taxes payable	2,582	1,099
Accrued consumption taxes	2,738	3,870
Provision for bonuses	1,910	684
Provision for bonuses for directors (and other officers)	9	26
Provision for share awards	276	609
Deposits received	1,645	2,655
Other	57	94
Total current liabilities	22,594	22,521
Non-current liabilities		
Long-term borrowings	6,945	6,357
Lease liabilities	8	7
Retirement benefit liability	1,040	468
Asset retirement obligations	582	443
Long-term accounts payable - other	0	437
Deferred tax liabilities	160	146
Other	—	105
Total non-current liabilities	8,736	7,967
Total liabilities	31,331	30,488
Net assets		
Shareholders' equity		
Share capital	1,690	1,728
Capital surplus	2,870	2,909
Retained earnings	27,155	27,007
Treasury shares	-6,489	-6,627
Total shareholders' equity	25,226	25,018
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	4	24
Total accumulated other comprehensive income	4	24
Share acquisition rights	5,560	5,533
Non-controlling interests	1,349	1,339
Total net assets	32,141	31,915
Total liabilities and net assets	63,473	62,404

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

(Quarterly Consolidated Statements of Income)

(Million yen)

	For three months Ended June 30, 2025	For three months Ended June 30, 2026
Net sales	41,756	42,247
Cost of sales	33,784	33,885
Gross income	7,971	8,362
Selling, general and administrative expenses	5,508	4,855
Operating income	2,462	3,506
Non-operating income		
Interest income	0	0
Subsidies for employment adjustment	22	13
Other	12	15
Total non-operating income	35	28
Non-operating expenses		
Interest expenses	17	15
Commission expenses	21	0
Other	0	0
Total non-operating expenses	39	16
Ordinary income	2,458	3,519
Extraordinary income		
Gain on sale of non-current assets	0	23
Gain on reversal of share acquisition rights	―	4
Total extraordinary income	0	28
Extraordinary losses		
Loss on retirement of non-current assets	1	0
Loss on termination of retirement benefit plan	―	52
Restructuring cost	3	―
The 30th anniversary commemoration cost	7	―
Total extraordinary losses	12	52
Income before income taxes	2,446	3,494
Income taxes	823	1,168
Income	1,622	2,325
Income attributable to non-controlling interests	78	87
Income attributable to owners of parent	1,544	2,238

(Quarterly Consolidated Statements of Comprehensive Income)

(Million yen)

	For three months Ended June 30, 2025	For three months Ended June 30, 2026
Income	1,622	2,325
Other comprehensive income		
Valuation difference on available-for-sale securities	1	19
Total other comprehensive income	1	19
Comprehensive income	1,623	2,345
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	1,545	2,258
Comprehensive income attributable to non-controlling interests	78	87

(3) Notes to the Quarterly Consolidated Financial Statements

(Note on the Assumption as a Going Concern)

Not applicable

(Notes in Case of Significant Change in the Amount of Shareholders' Equity)

1. First quarter of FY3/2026 (from April 1, 2025 to June 30, 2025)

(1) Items concerning dividend

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on May 14, 2025	Common stock	2,950	74.00	March 31, 2025	June 30, 2025	Retained earnings

Note: The dividend per share is comprised of 74.00 yen in ordinary dividend.

(2) Dividend whose record date fell during the first quarter of FY3/2027 and whose effective date fell after the last day of the first quarter of FY3/2027

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on August 8, 2025	Common stock	1,544	40.19	June 30, 2025	September 22, 2025	Retained earnings

Note: The dividend per share is comprised of 40.19 yen in ordinary dividend.

(3) Significant change in the amount of shareholders' equity

Based on the resolution of the Board of Directors' meeting held on February 12, 2025, the Company acquired 398,600 shares of treasury shares. Based on the resolution of the Board of Directors' meeting held on May 14, 2025, the Company acquired 648,400 shares of its treasury shares. As a result, including the repurchase of shares less than one unit, treasury shares increased by 2,308 million yen in the first quarter of FY3/2026, reaching 3,199 million yen at the end of the first quarter of FY3/2027.

2. First quarter of FY3/2027 (from April 1, 2026 to June 30, 2026)

(1) Items concerning dividend

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on May 14, 2026	Common stock	2,383	4.00	March 31, 2026	June 29, 2026	Retained earnings

Note: (1) The dividend per share is comprised of 4.00 yen in ordinary dividend.

(2) The Company conducted a 15-for-1 stock split of its common stock with an effective date of January 1, 2026. "Dividend per share" is the amount after the stock split.

(3) The total amount of dividends includes dividends of 105 million yen for shares of the Company held by the Stock Grant Trust for Employees.

(2) Dividend whose record date fell during the first quarter of FY3/2027 and whose effective date fell after the last day of the first quarter of FY3/2027

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on August 7, 2026	Common stock	2,239	3.77	June 30, 2026	September 18, 2026	Retained earnings

Note: (1) The dividend per share is comprised of 3.77 yen in ordinary dividend.
(2) The total amount of dividends includes dividends of 92 million yen for shares held by the ESOP trust.

(3) Significant change in the amount of shareholders' equity

Based on the resolution of the Board of Directors' meeting held on February 12, 2026, the Company acquired 1,185,900 shares of treasury shares.

In addition, the Company repurchased its own 1,845,900 shares based on the resolution of the Board of Directors meeting held on May 14, 2026. At the same time, the Company disposed of 1,948,500 shares held by the ESOP trust. As a result, treasury shares increased by 137 million yen during the first quarter of FY3/2027, resulting in treasury shares of 6,627 million yen at the end of the first quarter of FY3/2027.

(Application of special accounting methods for presenting consolidated financial statements)

(Calculation of tax expenses)

Tax expenses are calculated by making a reasonable estimate of the effective tax rate after tax effect accounting for income before income tax for FY3/2027 including the first quarter under review, and multiplying the said estimated effective tax rate by quarterly income before income taxes.

In case that the tax expenses calculated by the estimated effective tax rate result in a significantly unreasonable amount, the legal effective tax rate is used.

(Notes to Segment Information)

I Previous first quarter of FY3/2026 (from April 1, 2025 to June 30, 2025)

The segment Information for the period is as stated in "II Current first quarter of FY3/2027 (Matters concerning changes to reportable segments, etc.)".

II Current first quarter of FY3/2027 (from April 1, 2026 to June 30, 2026)

The segment information has been omitted because UT Group has only one segment, the Staffing and Placement Business.

(Information on changes in reportable segments)

From the current first quarter of FY3/2027, the Company changed its reportable segments from the previous four segments of the Motor & Energy Business, Semiconductor Business, Agent Business, and Next Career Business to a single segment of the Staffing and Placement Business.

This change is due to the reorganization of the internal organization from industry-based to role-based in April 2026 for the purpose of improving the efficiency of the Company's organizational management.

Due to this change, the segment information for the previous first quarter and the current first quarter has been omitted.

(Notes on statement of cash flows)

UT Group has not prepared a quarterly consolidated statement of cash flows for the first quarter of FY3/2027. The amount of depreciation (including amortization of intangible assets excluding goodwill) and the amount of amortization of goodwill for the first quarter are as follows.

(Million yen)

	For three months Ended June 30, 2025	For three months Ended June 30, 2026
Depreciation and amortization	342	302
Goodwill amortization	109	95