November 9, 2026

Company name: PERSOL HOLDINGS CO., LTD.
Representative: Takao Wada
Representative Director, President and CEO
(Security code:2181; TSE Prime Market)
Inquiries: Tetsuo Kemmochi
Executive Officer, CFO
(Telephone: +81-3-3375-2220)

Notice Regarding Changes in Consolidated Subsidiaries (Transfer of Shares) and Recognition of Gain on Sale of Subsidiary Shares

PERSOL HOLDINGS CO., LTD. (the "Company") hereby announces that, at a meeting of the Board of Directors held today, the Company resolved to transfer all issued shares of Persol Australia Holdings Pty Ltd ("Programmed"), the parent company of Programmed Maintenance Services Limited, to Service Stream Holdings Pty Ltd, a wholly-owned subsidiary of Service Stream Limited, headquartered in Australia ("Service Stream"), and that we have entered into a share transfer agreement effective today.

1. Reason for the Transfer

Guided by our corporate philosophy of "Providing Opportunity," "Individual Growth," and "Social Contribution," the Company aims to realize our Group Vision: "Work and Smile." With Japan's working-age population projected to decline, the Company believes that overseas expansion is essential for achieving long-term growth. At the same time, the Company believes that managing our businesses with a focus on growth potential and capital efficiency is essential for the Group's sustainable growth and the enhancement of corporate value. Based on this approach, Asia Pacific SBU has been conducting analyses and evaluations aimed at optimizing the business portfolio, taking into account the market characteristics and competitive environments of each country and region, as well as the competitive advantages and strategic importance of each business.

As part of this process, the Company has considered various options for Programmed, which provides facility management and staffing services in Australia and New Zealand, taking into account changes in the business environment and its future growth prospects, as well as its alignment with the Group's strategy and the appropriate allocation of management resources.

As a result, the Company has determined that this share transfer will contribute to enhancing the Group's corporate value over the medium to long term by optimizing the business portfolio of Asia Pacific SBU, appropriately allocating management resources, and improving capital efficiency, and has therefore decided to proceed with this transaction.

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

2. Overview of the Subsidiary Being Transferred

(1)	Company name	Persol Australia Holdings Pty Ltd	
(2)	Location	47 Burswood Road, Burswood WA 6100	
(3)	Job title and name of representative	Graeme Hurn, Director	
(4)	Business	Facility management and Staffing	
(5)	Capital	AUD 920,001,000	
(6)	Date of establishment	July 31, 2017	
(7)	Major shareholder and shareholding ratio	Persol Asia Pacific Pte. Ltd.	100%
(8)	Relationship with the Company	Capital relationship	The Company's subsidiary, Persol Asia Pacific Pte. Ltd., directly holds all of the shares in Programmed.
		Personnel relationship	One of the Company's officers or employees also serves as a director of Programmed.
		Business relationship	The Company has provided a debt guarantee to Programmed.

(9) Consolidated operating results and financial position for the last three years (AUD million; JPY million in parentheses, unless otherwise stated)

Fiscal year ended	March 2024 Note 4	March 2025	March 2026
Net assets	654 (72,367)	702 (77,678)	738 (81,648)
Total assets	1,202 (133,072)	1,337 (147,988)	1,387 (153,499)
Net assets per share	AUD0.71 (JPY78.66)	AUD0.76 (JPY84.43)	AUD0.80 (JPY88.75)
Net sales	3,912 (432,788)	3,541 (391,725)	3,648 (403,598)
Profit attributable to owners of parent	29 (3,217)	48 (5,381)	39 (4,375)
Earnings per share	AUD0.03 (JPY3.50)	AUD0.05 (JPY5.85)	AUD0.04 (JPY4.76)
Dividend per share	-	-	-

Note 1: The amounts have been converted to Japanese yen at a rate of AUD 1 = JPY 110.62 (as of the end of October 2026).

Note 2: Programmed holds shares in a total of 60 subsidiaries and sub-subsidiaries, including Programmed Maintenance Services Limited, which operates facility management and staffing in Australia and New Zealand. Following this transfer, the 60 companies held by Programmed are scheduled to become part of the Service Stream Group.

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Note 3: PERSOL APAC Business Support Services Sdn. Bhd., a wholly-owned subsidiary of Persol Asia Pacific Pte. Ltd. that provides back-office services to Programmed, is also included in the transfer; however, disclosure of its operating results and financial position has been omitted because they fall under the minor criteria for timely disclosure set forth by the Tokyo Stock Exchange.

Note 4: For the fiscal year ended March 2024, due to a change in the fiscal year-end, the financial statements cover a 15-month period from January 2023 to March 2024.

3. Overview of the Counterparty to This Agreement

(1)	Company name	Service Stream Holdings Pty Ltd	
(2)	Location	Level 5, 655 Collins Street, Docklands, VIC 3008	
(3)	Job title and name of representative	Leigh Mackender, Managing Director	
(4)	Business	Operations and maintenance	
(5)	Capital	AUD 25,866,521	
(6)	Date of establishment	July 5, 2007	
(7)	Major shareholder and shareholding ratio	Service Stream Limited	100%
(8)	Relationship with the Company	Capital relationship	Not applicable
		Personnel relationship	Not applicable
		Business relationship	Not applicable
		Related party status	Not applicable

4. Number of Shares Transferred, Transfer Price and Shareholdings Before and After the Transfer

(1) Number of shares held before the transfer	920,001,000 shares (Percentage of voting rights held: 100%)
(2) Number of shares transferred	920,001,000 shares
(3) Number of shares held after the transfer	0 shares (Percentage of voting rights held: 0%)
(4) Transfer price	JPY 120.0 billion (estimated) The final share transfer price will be determined based on an enterprise value of AUD 975 million, subject to price adjustments relating to net debt, working capital and other items as stipulated in the share transfer agreement.

Note: The amounts have been converted to Japanese yen at a rate of AUD 1 = JPY 110.62 (as of the end of October 2026).

5. Schedule

(1) Board of directors resolution	November 9, 2026
(2) Date of contract execution	November 9, 2026
(3) Date of share transfer	March 1, 2027 (scheduled)

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6. Outlook

A gain of JPY 50.0 billion from the sale of a subsidiary is expected to be recognized in the 4th quarter of the fiscal year ending March 31, 2027. The final amount of the gain on the sale may vary due to factors including price adjustments stipulated in the share transfer agreement and fluctuations in foreign exchange rates. For information on the impact of this transaction on consolidated financial results, please refer to the "Notice Concerning Revisions to Full-Year Consolidated Financial Forecasts" disclosed today.

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