

(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 Second Quarter of Fiscal Year Ending March 31, 2026 (Japanese GAAP)

November 13, 2025

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 filing securities report: November 14, 2025

Scheduled date of cash dividend payment: December 22, 2025

Supplemental material for the financial results provided: Yes (to be uploaded on the Company's website on November 13, 2025)

Results briefing for the period under review provided: Yes (to be held for institutional investors and analysts on November 14, 2025)

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

1. Consolidated Results for the Second Quarter of FY3/2026 (April 1, 2025 – September 30, 2025)

(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	%
2Q of FY3/2026	83,295	(6.8)	4,937	37.0	4,993	35.3	3,249	(49.3)
2Q of FY3/2025	89,397	8.8	3,604	(31.2)	3,691	(29.3)	6,411	81.3

(Note) Comprehensive income (million yen) 2Q of FY3/2026: 3,398 [-50.4%] 2Q of FY3/2025: 6,849 [77.4%]

	Net income per share	Net income per share, diluted
	Yen	Yen
2Q of FY3/2026	84.17	80.22
2Q of FY3/2025	161.17	149.93

* EBITDA, which was previously disclosed, has been omitted from FY3/2026 due to the revision of voluntary disclosure indicators.

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Million yen	Million yen	%
2Q of FY3/2026	63,941	32,368	39.5
FY3/2025	66,346	36,323	44.1

(Reference) Equity capital (million yen) 2Q of FY3/2026: 25,258 FY3/2025: 29,256

2. Cash Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	FY-end	Total
	Yen	Yen	Yen	Yen	Yen
FY3/2025	0.00	0.00	60.98	74.00	134.98
FY3/2026	40.19	44.61			
FY3/2026 (Plan)			38.96	2.60	—

(Notes) (1) Revision of the dividend forecast disclosed recently: None

(2) Breakdown of dividend for 1Q of FY3/2026: common dividend 40.19 yen

Breakdown of dividend for 2Q of FY3/2026: common dividend 44.61 yen

- (3) The Company plans to conduct a 15-for-1 stock split of its common stock with an effective date of January 1, 2026. By taking into account the impact of the stock split, the year-end dividend for FY3/2026 (forecast) is rounded up to the second decimal place resulting from the per-share dividend divided into 15. Total annual dividend forecast for FY3/2026 (forecast) is not presented because simple sums cannot be made due to the implementation of the stock split. If the stock split is not taken into account, the year-end dividend for FY3/2026 is estimated to be 38.96 yen and the annual dividend will be 162.72 yen.

3. Consolidated Forecasts for FY3/2026 (April 1, 2025 – March 31, 2026)

(Percentages indicate year-over-year changes.)

	Net Sales		Operating income		Ordinary income		Net Income attributable to owners of the parent		Income per share
Full year	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
	168,000	(13.7)	9,500	17.7	9,600	16.1	6,100	(32.0)	10.59

(Notes) (1) Revision of the earnings forecasts disclosed recently: Yes

- (2) The Company plans to conduct a 15-for-1 stock split of its common stock with an effective date of January 1, 2026. Earnings per share in the consolidated earnings forecasts for FY3/2026 is calculated based on the average number of shares outstanding at the end of the interim period, taking into consideration the impact of the stock split. If the stock split is not taken into account, earnings per share is estimated to be 158.78 yen.

* 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):
- | | | | |
|----------------|------------|----------|------------|
| 2Q of FY3/2026 | 39,908,183 | FY3/2025 | 39,860,383 |
|----------------|------------|----------|------------|
- (b) Number of treasury shares at the end of the period:
- | | | | |
|----------------|-----------|----------|---------|
| 2Q of FY3/2026 | 1,680,651 | FY3/2025 | 397,451 |
|----------------|-----------|----------|---------|
- (c) Average number of shares outstanding during the period (cumulative for quarter)
- | | | | |
|----------------|------------|----------------|------------|
| 2Q of FY3/2026 | 38,609,174 | 2Q of FY3/2025 | 39,779,241 |
|----------------|------------|----------------|------------|

* The Summary of Consolidated Financial Statements is not subject to be reviewed by certified public accountants and auditing firms.

* 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. Qualitative Information on Financial Results for Current First Quarter, (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 2Q of FY 3/2026)

The Company plans to post supplementary materials on November 13, 2025 and a video of the financial results presentation on November 14, 2025 on the Company's website.

1. Overview of Business Results

(1) Overview of Business Results for the First Six Months Ended September 30, 2025

In the first half of FY3/2026 (April 1, 2025 – September 30, 2025), the impact of the U.S. tariff policy was seen mainly in the automobile industry, and the future outlook remained uncertain. Meanwhile, Japan's economy continued its trend of gradual recovery, driven by improvements in corporate earnings and the employment environment. Industrial production in the transportation equipment sector gradually recovered from the decline in the previous fiscal year, and production in the electronic parts and device industries, etc., remained firm.

Under these circumstances, UT Group has formulated its Fifth Medium-term Business Plan with FY3/2026 as the first year, and FY3/2028 as the final year. With the increase in the number of people who choose workstyles that align with their lifestyles, the labor market of non-regular employees with high employment mobility has been expanding, while the labor shortage has become noticeable, making it even more difficult to hire workers year by year. Given such changes in the business environment, UT Group is fundamentally reviewing its conventional relationship with employees—from them joining UT Group through to their retirement. We will recognize workers as valuable customers from the application stage and build long-term, life-time partnerships with them by enabling workers to freely enter and leave the company and by enhancing our service, thereby strengthening our relationship with these workers. We desire to thereby achieve improvement in “work-time value*” and sustainable business growth. With the Medium-term Business Target of “building a foundation for sustainable business growth through human capital investment,” we have categorized the needs of workers and companies into four types and have reorganized them into business organizations suitable for each type. At the same time, by granting shares to workers as a part of making investments in human capital, we are establishing a continuous relationship with workers, and enhancing their sense of belonging and motivation with the aim of positioning them as drivers of corporate growth.

In the first half of FY3/2026, in the domestic business overall, the turnover rate was on an improving trend. However, since the number of hires did not increase, the number of technical employees decreased. Meanwhile, as a result of the improved operating rates and the progress in unit price negotiations in each business, sales per person increased. In addition, to continuously improve the application matching rate, we have promoted the membership of job seekers and have been building long-term relationships with them. Through aggressive sales activities, we captured a wide range of client demand for workers and expanded the number of job opportunities we can introduce to them. Interim net income attributable to owners of parent decreased compared to the same period of FY3/2025 when 5.9 billion yen was recorded as gain on sale of shares of subsidiaries and affiliates, namely the sale of UT Technology Co., Ltd. and UT Construction Co., Ltd.

As a result, in the first half of FY3/2026, UT Group recorded net sales of 83,295 million yen (down 6.8% from 89,397 million yen in the same period of the previous year), operating income of 4,937 million yen (up 37.0% from 3,604 million yen), ordinary income of 4,993 million yen (up 35.3% from 3,691 million yen), and net income attributable to owners of the parent of 3,249 million yen (down 49.3% from 6,411 million yen). The number of technical employees was 33,284 (down 22,318 from 55,602 a year ago).

*1. Lifetime sales generated per job seeker who works intermittently at UT Group.

*2. EBITDA, which was previously disclosed, has been omitted from FY3/2026 due to the revision of voluntary disclosure indicators.

*3. The number of technical employees decreased by 21,237 from FY3/2025 due to the sale of Green Speed Joint Stock Company in March 2025.

The operating results of each business segment are summarized as follows. From the first quarter of FY3/2026, UT Group changed its reportable segments from the previous five segments (Manufacturing Business, Area Business, Solutions Business, Nikkei Worker Business, and Vietnam Business) to the new four segments (Motor & Energy Business, Semiconductor Business, Agent Business, and Next Career Business). For details of each of the four segments, please refer to “2. Quarterly Financial Statements and Significant Notes (3) Notes to Quarterly Consolidated Financial Statements (Notes to Segment Information, etc.)”

(Motor & Energy Business)

During the first half of FY3/2026, due to the impact of the U.S. tariff policy and other factors, the outlook remained uncertain, and demand for human resources remained sluggish. Under these circumstances, there was a need to flexibly and rapidly secure and retain workers in line with production plans, and we have therefore focused on building services that respond to diverse employment types and employment needs. Meanwhile, a decrease in the efficiency of recruitment services led to an increase in per-person hiring costs, with a corresponding decrease in recruitment cost efficiency. However, by improving the application matching rate and making progress in use of Japanese-Brazilian workers, we will work to reduce per-person hiring costs. In addition, we are continuing to strengthen our sales activities to provide client companies with a better understanding of our dispatch of Japanese-Brazilian workers. In the first quarter of FY3/2026, with the aim of providing optimal services for each client company, some of the client companies have been transferred from the Agent Business to the Motor & Energy Business, which received approximately 1,000 technical engineers accordingly.

As a result, in the first half of FY3/2026, the segment recorded net sales of 26,189 million yen (up 14.5% from 22,879 million yen in the same period of the previous year) and segment income of 2,058 million yen (up 17.4% from 1,752 million yen), while the number of technical employees was 8,736 (an increase of 540 from 8,196 a year ago).

(Semiconductor Business)

During the first half of FY3/2026, segment income improved year-on-year as a result of efforts to negotiate per-person billing rates in the dispatch business and to optimize the allocation of workers in their dispatched workplaces. In addition, to meet the strong demand for engineers, we worked to improve the efficiency of the recruitment process, such as reviewing the recruitment population, to build a foundation for engineer training and to strengthen sales activities. In the first quarter of FY3/2026, with the aim of providing optimal services for each client company, some of the client companies have been transferred from the Agent Business to the Semiconductor Business, which received approximately 100 technical engineers accordingly.

As a result, in the first half of FY3/2026, the segment recorded net sales of 18,766 million yen (up 4.1% from 18,031 million yen in the same period of the previous year) and segment income of 1,875 million yen (up 60.0% from 1,172 million yen), while the number of technical employees was 6,611 (a decrease of 216 from 6,827 a year ago).

(Agent Business)

During the first half of FY3/2026, the segment made steady progress in the organizational integration implemented in the previous fiscal year, and worked on better management of standby workers and vacant company housing, and on reviewing inefficient hiring. We have also focused on starting a newly-launched job placement service, and have introduced to applicants not only job openings for our own employees, but also direct employment opportunities at client companies and job openings by our peers, which resulted in a significant increase in the number of job opportunities we can introduce to them. In line with this, we have categorized areas according to the size of the manufacturing dispatch market and our current market share to strengthen sales activities and improve efficiency. In the first quarter of FY3/2026, with the aim of providing more optimal services to client companies, some of the client companies have been transferred from the operating companies in the Agent Business to the operating companies in the Motor & Energy Business and the Semiconductor Business. Accordingly, approximately 1,100 technical employees have been transferred from the Agent Business.

As a result, in the first half of FY3/2026, the segment recorded net sales of 31,321 million yen (down 6.4% from 33,463 million yen in the same period of the previous year) and segment income of 754 million yen (up 131.6% from 325 million yen), while the number of technical employees was 15,422 (a decrease of 1,375 from 16,797 a year ago).

(Next Career Business)

During the first half of FY3/2026, UT HITES Co., Ltd. won a project to dispatch a substantial number of workers in response to an expected increase in demand for workers in the power equipment-related field from the second half of FY3/2026 through to 2028. In order to respond to this increase in demand, we are currently focusing on strengthening recruitment. Organizational restructuring to improve profitability is also progressing, and Fujitsu UT Co., Ltd. and UT FSAS Crea Co., Ltd. merged on October 1, 2025. In the similar way, UT MESC Co., Ltd. and UT HITES Co., Ltd. are also scheduled to merge on April 1, 2026.

As a result, in the first half of FY3/2026, the segment recorded net sales of 7,372 million yen (down 4.6% from 7,726 million yen in the same period of the previous year) and segment income of 272 million yen (up 50.9% from 180 million yen), while

the number of technical employees was 2,515 (a decrease of 30 from 2,545 a year ago).

(2) Summary of Financial Condition for the Six Months Ended September 30, 2025

(i) Assets, Liabilities and Net Assets

(Assets)

Current assets as of the end of the current first half of the fiscal year decreased by 1,585 million yen from the end of FY3/2025 to 52,684 million yen. This was mainly due to a decrease of 552 million yen in Cash and deposits. Non-current assets amounted to 11,257 million yen, a decrease of 819 million yen from the end of FY3/2025. The main reason was a decrease of 432 million yen in Software due to amortization. As a result, total assets amounted to 63,941 million yen, a decrease of 2,405 million yen from the end of FY3/2025.

(Liabilities)

Current liabilities at the end of the current first half of the fiscal year decreased by 1,069 million yen from the end of FY3/2025 to 21,858 million yen. This was mainly due to a decrease of 1,358 million yen in Income taxes payable and a decrease of 515 million yen in Accounts payable despite an increase of 700 million yen in Current portion of long-term borrowings. Non-current liabilities totaled 9,715 million yen, an increase of 2,618 million yen from the end of FY3/2025. This was mainly due to an increase of 2,674 million yen in Long-term borrowings. In sum, total liabilities amounted to 31,573 million yen, an increase of 1,549 million yen from the end of FY3/2025.

(Net assets)

Net assets at the end of the current first half of the fiscal year amounted to 32,368 million yen, down 3,955 million yen from the end of FY3/2025. This was mainly attributable to the payment of 4,465 million yen in dividends from retained earnings and the purchase of own shares of 2,911 million yen, despite the recording of 3,249 million yen as Interim profit attributable to owners of the parent. As a result, the equity ratio was 39.5%, compared to 44.1% at the end of FY3/2025.

(ii) Status of cash flows

Cash and cash equivalents at the end of the current first half of the fiscal year were 31,156 million yen (down 552 million yen from the end of the previous fiscal year). The cash flow conditions for the current first half and reasons for increases or decreases are explained below.

(Cash flows from operating activities)

Cash flow provided by operating activities amounted to 3,589 million yen (compared to 3,460 million yen provided in the first half of the previous fiscal year). This was mainly due to a 4,972 million yen increase in income before income taxes and a 2,796 million yen payment in income taxes.

(Cash flow from investing activities)

Cash flow used by investing activities was 125 million yen (compared to 5,361 million yen provided in the first half of the previous fiscal year). This was mainly due to 136 million yen for the purchase of the acquisition of software and other intangible assets.

(Cash flow from financing activities)

Cash flow used by financing activities totaled 4,016 million yen (compared to 6,131 million yen used in the first half of the previous fiscal year). This was mainly due to cash dividends paid of 4,470 million yen, purchase of treasury shares of 2,911 million yen, and repayment of long-term loans payable of 1,624 million yen, which more than offset the proceeds from long-term borrowings of 5,000 million yen.

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

Based on recent business performance trends and other factors, we have revised our consolidated full-year earnings forecast for the fiscal year ending March 31, 2026, which were announced on May 14, 2025, as of today. For details, please refer to "Notice Concerning Revision of Earnings Forecast and Breakdown of Dividend Forecast (3Q Dividend and Year-end Dividend)," which was announced today.

2. Quarterly Consolidated Financial Statements and Significant Notes

(1) Quarterly Consolidated Balance Sheets

(Million yen)

	As of March 31, 2025	As of September 30, 2025
Assets		
Current assets		
Cash and deposits	31,708	31,156
Notes and accounts receivable - trade	19,717	19,765
Work in process	52	53
Raw materials and supplies	116	54
Other	2,998	2,076
Allowance for doubtful accounts	-323	-421
Total current assets	54,270	52,684
Non-current assets		
Property, plant and equipment	815	784
Intangible assets		
Goodwill	4,468	4,321
Software	3,177	2,744
Other	1,729	1,612
Total intangible assets	9,375	8,678
Investments and other assets		
Investment securities	6	11
Long-term loans receivable	1	0
Long-term prepaid expenses	42	18
Deferred tax assets	1,376	1,357
Other	461	411
Allowance for doubtful accounts	-2	-5
Total investments and other assets	1,885	1,793
Total non-current assets	12,076	11,257
Total assets	66,346	63,941

(Million yen)

	As of March 31, 2025	As of September 30, 2025
Liabilities		
Current liabilities		
Notes and accounts payable - trade	194	114
Current portion of long-term borrowings	2,199	2,900
Accounts payable - other	2,040	1,525
Accrued expenses	8,291	8,393
Lease liabilities	7	4
Income taxes payable	3,125	1,766
Accrued consumption taxes	2,787	2,582
Provision for bonuses	2,144	2,335
Provision for bonuses for directors (and other officers)	17	52
Deposits received	2,044	2,135
Other	74	47
Total current liabilities	22,927	21,858
Non-current liabilities		
Long-term borrowings	5,695	8,370
Lease liabilities	5	3
Retirement benefit liability	1,116	1,079
Deferred tax liabilities	266	248
Other	12	12
Total non-current liabilities	7,096	9,715
Total liabilities	30,023	31,573
Net assets		
Shareholders' equity		
Share capital	1,402	1,465
Capital surplus	1,054	1,117
Retained earnings	27,692	26,476
Treasury shares	-890	-3,801
Total shareholders' equity	29,258	25,257
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	-1	1
Total accumulated other comprehensive income	-1	1
Share acquisition rights	5,732	5,695
Non-controlling interests	1,334	1,414
Total net assets	36,323	32,368
Total liabilities and net assets	66,346	63,941

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

(Million yen)

	For Six months Ended September 30, 2024	For Six months Ended September 30, 2025
Net sales	89,397	83,295
Cost of sales	74,194	67,376
Gross income	15,203	15,919
Selling, general and administrative expenses	11,598	10,981
Operating income	3,604	4,937
Non-operating income		
Interest income	15	29
Foreign exchange gains	33	—
Gain on valuation of derivatives	16	—
Subsidies for employment adjustment	75	63
Other	20	28
Total non-operating income	161	121
Non-operating expenses		
Interest expenses	62	36
Commission expenses	0	27
Other	11	1
Total non-operating expenses	74	65
Ordinary income	3,691	4,993
Extraordinary income		
Gain on sale of non-current assets	1	0
Gain on sale of shares of subsidiaries and associates	5,916	—
Gain on bargain purchase	65	—
Gain on reversal of share acquisition rights	1	—
Total extraordinary income	5,985	0
Extraordinary losses		
Loss on retirement of non-current assets	27	9
Restructuring cost	—	4
The 30th anniversary commemoration cost	—	7
Total extraordinary losses	27	21
Income before income taxes	9,648	4,972
Income taxes	3,048	1,577
Income	6,600	3,395
Income attributable to non-controlling interests	188	145
Income attributable to owners of parent	6,411	3,249

(Quarterly Consolidated Statements of Comprehensive Income)

(Million yen)

	For Six months Ended September 30, 2024	For Six months Ended September 30, 2025
Income	6,600	3,395
Other comprehensive income		
Valuation difference on available-for-sale securities	-1	2
Foreign currency translation adjustment	250	—
Total other comprehensive income	249	2
Comprehensive income	6,849	3,398
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	6,594	3,252
Comprehensive income attributable to non-controlling interests	254	145

(3) Quarterly Consolidated Statements of Cash Flows

(Million yen)

	For the Six Months ended September 30, 2024	For the Six Months ended September 30, 2025
Cash flows from operating activities		
Income before income taxes	9,648	4,972
Depreciation	760	686
Amortization of goodwill	265	205
Commission expenses	0	27
Increase (decrease) in allowance for doubtful accounts	123	99
Increase (decrease) in provision for bonuses	293	190
Increase (decrease) in provision for bonuses for directors (and other officers)	9	35
Interest and dividend income	-16	-30
Interest expenses	62	36
Loss on retirement of non-current assets	27	9
Loss (gain) on sale of shares of subsidiaries and associates	-5,916	—
Decrease (increase) in trade receivables	806	-49
Decrease (increase) in prepaid expenses	28	102
Decrease (increase) in inventories	-87	61
Decrease (increase) in deposits paid	—	646
Decrease (increase) in long-term prepaid expenses	31	23
Increase (decrease) in trade payables	-73	-79
Increase (decrease) in accrued consumption taxes	207	-202
Increase (decrease) in accounts payable - other	-626	-505
Increase (decrease) in accrued expenses	-1,097	102
Increase (decrease) in deposits received	-1,152	91
Other, net	565	-24
Subtotal	3,859	6,398
Interest and dividends received	14	30
Interest paid	-69	-43
Income taxes refund (paid)	-344	-2,796
Net cash provided by (used in) operating activities	3,460	3,589
Cash flows from investing activities		
Purchase of property, plant and equipment	-36	-24
Purchase of intangible assets	-196	-136
Purchase of shares of subsidiaries resulting in change in scope of consolidation	-1,840	—
Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	1,014	—
Proceeds from sale of shares of subsidiaries resulting in change in scope of consolidation	6,418	—
Net decrease (increase) in short-term loans receivable	2	-17
Decrease (increase) in guarantee deposits	3	51

Other, net	-3	1
Net cash provided by (used in) investing activities	5,361	-125

	For the Six Months ended September 30,2024	For the Six Months ended September 30,2025
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	-409	—
Proceeds from long-term borrowings	—	5,000
Repayments of long-term borrowings	-1,785	-1,624
Proceeds from issuance of shares resulting from exercise of share acquisition rights	276	88
Purchase of treasury shares	-0	-2,911
Dividends paid	-3,811	-4,470
Dividends paid to non-controlling interests	-394	-65
Other, net	-6	-32
Net cash provided by (used in) financing activities	-6,131	-4,016
Effect of exchange rate change on cash and cash equivalents	50	—
Net increase (decrease) in cash and cash equivalents	2,739	-552
Cash and cash equivalents at beginning of period	29,318	31,708
Cash and cash equivalents at end of period	32,058	31,156

(4) 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 half of FY3/2025 (from April 1, 2024 to September 30, 2024)

(1) Dividends paid

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source	Note: The dividend per share
Board of Directors meeting, held on May 14, 2024	Common stock	3,817	96.15	March 31, 2024	June 24, 2024	Retained earnings	

is comprised of 96.15 yen in ordinary dividend.

(2) Dividend whose record date fell during the first half of FY3/2025 and whose effective date fell after the last day of the first half of FY3/2025

Not applicable

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

Not applicable

2. First half of FY3/2026 (from April 1, 2025 to September 30, 2025)

(1) Dividends paid

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source	Note: (1) The dividend per share is comprised of 74.00 yen in ordinary dividend.
Board of Directors meeting, held on May 14, 2025 ¹	Common stock	2,950	74.00	March 31, 2025	June 30, 2025	Retained earnings	
Board of Directors meeting, held on August 8, 2025 ²	Common stock	1,544	40.19	June 30, 2025	September 22, 2025	Retained earnings	

is comprised of 74.00 yen in ordinary dividend.

(2) The dividend per share is comprised of 40.19 yen in ordinary dividend.

(2) Dividend whose record date fell during the half quarter of FY3/2026 and whose effective date fell after the last day of the half quarter of FY3/2026

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source	Note: The dividend per share is
Board of Directors meeting, held on November 13, 2025	Common stock	1,705	44.61	September 30, 2025	December 22, 2025	Retained earnings	

comprised of 44.61 yen in ordinary dividend.

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

Based on the resolution of the Board of Directors' meeting held in February 2025, the Company acquired 398,600 shares of treasury shares. Based on the resolution of the Board of Directors' meeting held in May 2025, the Company acquired 805,400 shares of its treasury shares. Based on the resolution of the Board of Directors' meeting held in August 2025, the Company acquired 79,200 shares of its treasury shares. As a result, treasury shares increased by 2,911 million yen in the first half of FY3/2026, reaching 3,801 million yen at the end of the first half of FY3/2026.

(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 FY3/2026 including the first half 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.

(Segment Information)**I For the Six-Month Period of FY3/2025 (from April 1, 2024 to September 30, 2024)****1. Sales and income (loss) by segment****(Million yen)**

	Reportable Business Segments						Adjustment amount ^{1,2}	Amounts on the consolidated statements ³
	Motor & Energy Business	Semiconductor Business	Agent Business	Next Career Business	Vietnam Business	Total		
Sales								
Dispatching	19,156	12,050	31,607	3,545	5,910	72,270	—	72,270
Contracting	2,816	5,759	849	4,162	955	14,544	—	14,544
Other	904	215	979	16	399	2,515	67	2,583
Revenue from contracts with customers	22,877	18,026	33,435	7,724	7,266	89,330	67	89,397
Sales to clients	22,877	18,026	33,435	7,724	7,266	89,330	67	89,397
Inter-segment sales or transfers	2	5	27	2	—	37	-37	—
Total	22,879	18,031	33,463	7,726	7,266	89,367	30	89,397
Segment income	1,752	1,172	325	180	120	3,551	52	3,604

Notes: (1) The 67 million yen adjustment to sales to external clients is recorded as sales of the head office that are not attributable to any business segment.

(2) Adjustment to segment income of 52 million yen is elimination of inter-segment transactions.

(3) Segment income is adjusted to correspond to operating income in the consolidated statements of income.

2. Impairment losses of non-current assets or goodwill, etc. by reportable segment**(Significant changes in the amount of goodwill)**

The Agent Business segment includes BeNEXT Partners Inc. in the scope of consolidation following the acquisition of all of its shares in April 2024.

The increase in goodwill resulting from this event is 1,147 million yen in the first half of FY3/2025.

II Current first half of FY3/2026 (from April 1, 2025 to September 30, 2025)

1. Sales and income (loss) by segment

(Million yen)

	Reportable Business Segments					Adjustment amount ¹	Amounts on the consolidated statements ²
	Motor & Energy Business	Semiconductor Business	Agent Business	Next Career Business	Total		
Sales							
Dispatching	23,057	12,817	29,137	4,087	69,099	—	69,099
Contracting	2,283	5,620	946	3,207	12,057	—	12,057
Other	843	299	943	51	2,137	—	2,137
Revenue from Contracts With customers	26,184	18,737	31,027	7,345	83,295	—	83,295
Sales to clients	26,184	18,737	31,027	7,345	83,295	—	83,295
Inter-segment sales or transfers	4	28	294	26	354	-354	—
Total	26,189	18,766	31,321	7,372	83,649	-354	83,295
Segment income	2,058	1,875	754	272	4,960	-22	4,937

Notes: (1) Adjustment to segment income (loss) of 22 million yen is elimination of inter-segment transactions.

(2) Segment income (loss) is adjusted to correspond to operating income in the consolidated statements of income.

2. Impairment losses of non-current assets or goodwill, etc. by reportable segment

Not applicable.

3. Information on changes in reportable segments

Due to the sale of Green Speed Joint Stock Company (which comprised the Vietnam Business Segment in FY3/2025) in March 2025 as well as the implementation of reorganization, as of the current first half of FY3/2026 UT Group has changed its reportable segments from the previous five segments (Manufacturing Business, Area Business, Solutions Business, Nikkei Worker Business, and Vietnam Business) to the new four segments (Motor & Energy Business, Semiconductor Business, Agent Business, and Next Career Business). The main businesses of each segment are stated in the following Reference Information.

The segment information for the first half of FY3/2025 has been restated based on the new classification.

(Reference Information)

(1) Motor & Energy Business: Provision of human resources services to major automobile manufacturers

This segment is mainly focused on human resources services for major automobile manufacturers. It was formed from the “Transportation Equipment” subsegment and part of the “Industrial and Commercial Machinery” subsegment of the former “Manufacturing Business,” and also incorporated the “Nikkei Worker Business” which was engaged in the dispatch of Nikkei workers. We aim to increase our market share in the automotive industry by matching the human resource needs of large-scale mobilization with short delivery times in order to respond to industry-specific production fluctuations, with the needs of job seekers who want to work with high wages the same day they are hired. In addition, we provide services to

dispatch Nikkei workers to areas which have attracted fewer Japanese workers due to population decline.

(2) Semiconductor Business: Provision of human resources services to major semiconductor manufacturers

This segment is mainly focused on human resources services for major semiconductor manufacturers. The segment was reorganized from the “Electronics” subsegment and a part of the “Industrial and Commercial Machinery” subsegment of the former “Manufacturing Business,” and also incorporated UT Toshiba Co., Ltd., which was engaged in worker dispatch services in the semiconductor-related and other areas. By securing and training semiconductor business workers, who are in short supply nationwide, along with building cross-industry human resource systems throughout the semiconductor industry and training engineers, we aim to respond to medium- to long-term needs for workers, and further increase our market share in the semiconductor industry.

(3) Agent Business: Provision of community-based human resources services

This segment has a recruitment agent function for job seekers, and conducts paid employment placement business in addition to the dispatching and contracting business formerly conducted by the Area Business. We will work to solve companies’ challenges by matching companies that are struggling with hiring issues due to a worsening labor shortage with job seekers who want to work in the area where they live, from among more than 10,000 applicants to UT Group each month. Regardless of the dispatch job openings that UT Group has available, we will introduce applicants to a wide variety of jobs, such as direct employment opportunities at client companies, in order to increase the successful matching ratio of applicants to companies, and to improve business growth and profitability.

(4) Next Career Business: Acceptance of human resources and provision of human resources services associated with the structural reform of major manufacturing industries

This segment consists of UT’s operating companies that are affiliated with Fujitsu and Hitachi in the former Solution Business segment. We support major corporate groups’ HR strategies that are focused on resolving management issues such as the re-employment of retirees. We also provide new workplaces to personnel from major companies so that they can utilize their skills to play an active role. By providing workplaces where the human resources we have accepted can make the most of their skills, we aim for the optimal allocation of workers across companies.