August 7, 2026

Consolidated Financial Results for the Fiscal Year Ended June 30, 2026 (Under IFRS)

Company name: Open Up Group Inc.
Listing: Tokyo Stock Exchange
Securities code: 2154
URL: https://www.openupgroup.co.jp/
Representative: Yutaka Nishida, Chairman and President and Representative Director, CEO
Inquiries: Hiroshi Sato, Director, CFO
Telephone: +81-3-3539-1330

Scheduled date of annual general meeting of shareholders: September 25, 2026
Scheduled date to commence dividend payments: September 11, 2026
Scheduled date to file annual securities report: September 18, 2026
Preparation of supplementary material on financial results: Yes
Holding of financial results briefing: Yes (for institutional investors and analysts)

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Consolidated financial results for the fiscal year ended June 30, 2026 (from July 1, 2025 to June 30, 2026)

(1) Consolidated operating results

(Percentages indicate year-on-year changes.)

	Revenue		Business profit		Operating profit		Profit before tax		Profit		Profit attributable to owners of parent	
Fiscal year ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
June 30, 2026	167,483	-10.9	16,390	4.9	16,695	2.8	16,847	4.2	11,847	-5.8	11,829	-5.8
June 30, 2025	187,954	8.5	15,631	9.3	16,244	13.6	16,172	11.1	12,574	6.5	12,559	6.7

	Total comprehensive income		Basic earnings per share	Diluted earnings per share	Return on equity attributable to owners of parent	Ratio of profit before tax to total assets	Ratio of operating profit to revenue
Fiscal year ended	Million yen	%	Yen	Yen	%	%	%
June 30, 2026	12,058	3.5	138.91	138.80	14.9	13.4	10.0
June 30, 2025	11,649	-6.5	144.56	144.35	16.5	13.5	8.6

Reference: Share of profit (loss) of investments accounted for using equity method
For the fiscal year ended June 30, 2026: ¥211 million
For the fiscal year ended June 30, 2025: ¥162 million

Note: Business profit is the Company's own profit indicator which is “gross profit” minus “selling, general and administrative expenses” and which excludes the impact of extraordinary items (Employment adjustment subsidy, Impairment loss, etc.) recorded under “Other income” and “Other expenses.”

(2) Consolidated financial position

	Total assets	Total equity	Equity attributable to owners of parent	Ratio of equity attributable to owners of parent to total assets	Equity attributable to owners of parent per share
As of	Millions of yen	Millions of yen	Millions of yen	%	Yen
June 30, 2026	129,401	80,293	80,233	62.0	944.36
June 30, 2025	122,702	78,867	78,835	64.2	907.03

(3) Consolidated cash flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
Fiscal year ended	Millions of yen	Millions of yen	Millions of yen	Millions of yen
June 30, 2026	17,878	-2,810	-12,276	23,191
June 30, 2025	14,159	-5,558	-9,675	20,353

2. Cash dividends

	Annual dividends per share					Total cash dividends (Total)	Payout ratio (Consolidated)	Ratio of dividends to equity attributable to owners of parent (Consolidated)
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total			
	Yen	Yen	Yen	Yen	Yen	Millions of yen	%	%
Fiscal year ended June 30, 2025	-	30.00	-	45.00	75.00	6,531	51.9	8.6
Fiscal year ended June 30, 2026	-	35.00	-	50.00	85.00	7,231	61.2	9.2
Fiscal year ending June 30, 2027 (Forecast)	-	40.00	-	50.00	90.00		62.2	

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

3. Forecast of consolidated business results for the fiscal year ending June 2027 (July 1, 2026 through June 30, 2027)

(% change from the previous corresponding period)

	Revenue		Operating profit		Profit before tax		Profit attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	175,000	4.5	17,700	6.0	17,700	5.1	12,300	4.0	144.77

Note: 1. Since we manage our business performance on an annual basis, the forecasts for the first half are omitted.
2. Beginning with the consolidated earnings forecast for the fiscal year ending June 30, 2027, the Company no longer presents business profit.

*** Notes**

(1) Significant changes in the scope of consolidation during the period: Yes
Newly included: 3 companies (Eisebu Holdings Co., Ltd., Eisebu Plus Corporation, EATECH-K Co., Ltd.)

(2) Changes in accounting policies and changes in accounting estimates
(i) Changes in accounting policies required by IFRS: None
(ii) Changes in accounting policies due to other reasons: None
(iii) Changes in accounting estimates: None

(3) Number of issued shares (ordinary shares)

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

As of June 30, 2026	90,822,812 shares
As of June 30, 2025	91,812,102 shares

(ii) Number of treasury shares at the end of the period

As of June 30, 2026	5,862,639 shares
As of June 30, 2025	4,895,592 shares

(iii) Average number of shares outstanding during the period

Fiscal year ended June 30, 2026	85,163,363 shares
Fiscal year ended June 30, 2025	86,883,818 shares

* Financial results reports are exempt from audit conducted by certified public accountants or an audit firm.

* Proper use of earnings forecasts, and other special matters

  The forward-looking statements regarding future performance in this material are based on information currently available to the Company and certain assumptions that the Company deems to be reasonable at the time this report was prepared. Actual results may differ significantly from the forecasts due to various factors.

Table of Contents

1. Overview of Results of Operations, etc.

(1) Explanation of Results of Operations for the Fiscal Year under Review

Revenue for the consolidated fiscal year under review decreased 10.9% year on year, to 167,483 million yen. This decrease is primarily due to the absence of the revenue from the sale of the UK business implemented to optimize the business portfolio in the previous fiscal year, which was partly offset by the contribution to operating results from Eisebu Holdings Co., Ltd. and its two operating subsidiaries, which became consolidated subsidiaries in the previous fiscal year.

Although gross profit was 46,239 million yen (a decrease of 2.5% year on year) primarily due to the sale of the UK business, gross profit margins rose 2.4 percentage points year on year, to 27.6%. This was attributable to a shift to high value-added projects and the promotion of measures for profitability improvement.

In light of increases in personnel costs and investments related to productivity improvement in initiatives within selling, general and administrative expenses, the Company promoted efficient cost management such as the optimization of recruiting costs. As a result, operating profit came to 16,695 million yen (up 2.8% year on year).

Profit attributable to owners of parent totaled 11,829 million yen, representing a 5.8% decrease year on year. Profit decreased from the level a year ago, due to an increase in income tax expense in the fiscal year under review in reaction to a lower corporation tax rate for tax purposes caused temporarily by the sale of the UK business in the previous fiscal year.

The Company has restructured the Machinery, Electronics and IT Software Segment into two distinct segments. Effective in the fiscal year under review, its business segments include the Machinery and Electronics Segment and the IT Segment. Comparisons with results of operations in the previous fiscal year are therefore based on the revised business segments.

[Machinery and Electronics Segment] (Temporary staffing, contracting and outsourcing services related to the development, design, operation, and maintenance in the machinery and electrical sectors)

During the consolidated fiscal year under review, demand in the semiconductor-related sector held firm, particularly in advanced fields, driven by expanding investments in AI. The defense, aircraft and plant segment also saw continued solid demand on the back of tighter economic security and capital investment. However, market environments are changing, with customers becoming more selective in their investments and development themes becoming more sophisticated, making the ability to meet demand in high added value domains even more imperative.

Under such conditions, the Company strengthened the recruitment of experienced professionals while continuing to hire inexperienced candidates, resulting in a steady increase in the number of engineers on staff. The Company also changed its recruitment channels, reducing its dependence on recruitment agencies and shifting to direct recruiting, to optimize recruitment costs and improve the quality of hires. In addition, the Company enhanced its onboarding initiatives to improve the retention rate of newly hired employees. Furthermore, in October 2025, the Company acquired shares of Eisebu Holdings Co., Ltd. and included the company and its subsidiaries, Eisebu Plus Corporation and ETECH-K Co., Ltd., in the scope of consolidation. As a result, the number of working engineers increased, and both revenue and segment profit exceeded the previous year's levels. As a result, revenue and segment profit increased 10.7% and 15.1% year on year, to 66,731 million yen and 8,364 million yen, respectively, in the fiscal year under review.

[IT Segment] (Temporary staffing, contracting and outsourcing services related to the design, construction, operation, and maintenance of IT infrastructure and IT development)

During the fiscal year under review, demand for digital transformation (DX) and corporate IT investments remained solid, but in some areas, there was caution regarding investment decisions. In addition, as a result of the expanded use of generative AI, moves to streamline development, operation and maintenance and do these tasks internally increased, which created a business environment where competitiveness depends more heavily on high value-added technology sectors and customer-issue solving capabilities.

Amid these conditions, the number of active engineers was lower than the level a year earlier due to holdups in the acquisition of new projects caused mainly by the rebuilding of the sales structure and continued decline in productivity in some areas due to the impact of organizational integration implemented the previous fiscal year. However, thanks to expansion in AI-related projects, improvement in contract unit prices and maintenance of high utilization rates on the IT development side, as well as cost management, including restricted recruitment, on the IT infrastructure side, segment profit increased year on year.

As a result, in the fiscal year under review, revenue decreased 0.8% year on year, to 40,901 million yen and segment profit increased 9.1% year on year, to 4,099 million yen.

[Construction Segment] (Temporary staffing business supplying construction managing engineers and CAD operators to the construction industry)

In the construction sector, amid persistent structural challenges such as the aging workforce and the shortage of young human resources, construction demand remained firm, and moves to invest in human resources and improve compensation continued to be made to attract and retain engineers. Meanwhile, as compliance with restrictions limiting overtime work became more entrenched, initiatives to improve productivity and increase the efficiency of site operations continued to be conducted.

In this context, the number of active engineers fell year on year under the impact of organizational integration and the rebuilding of the sales structure.

The Company made improvements to compensation, aiming to be an employer of choice in recruitment activities and retain employees. It also pursued enhancement of the sales structure, improvement in the contract unit price, and cost management, and made qualitative improvements to improve its ability to recruit human resources and increase the retention rate. However, segment profit fell year on year due to decline in the number of active engineers and an increase in the cost of sales associated with improvement in compensation.

As a result, revenue increased 1.2% year on year, to 57,599 million yen and segment profit decreased 7.6% year on year, to 6,968 million yen in the fiscal year under review.

[Overseas Segment] (Temporary staffing and contracting for engineering and manufacturing sectors and human resource services, such as paid job introduction, outside of Japan)

In the fiscal year under review, the Company endeavored to enhance its revenue base by concentrating its management resources in the Asia region, particularly China, after the sale of the UK business in the previous fiscal year for the purpose of focusing on its portfolio in the engineering segment. However, revenue and segment profit were down year on year under the impact of reduction in business scale due to the sale of the UK business.

As a result, revenue and segment profit decreased 97.3% and 71.9% year on year, to 745 million yen and 265 million yen, respectively, in the fiscal year under review.

[Others]

SAMURAI, Inc. and SAMURAI Career, Inc. operate an online programming learning service and personnel referral business. Open Up With Inc., the Group's special subsidiary that employs people with disabilities, provides services within the Group.

During the fiscal year under review, although the management policy emphasizing profitability continued to be adopted in the online programming learning service, the number of students taking the Group's lessons showed sluggish growth, due to a pause in the demand for programming lessons.

As a result, revenue, including intersegment transactions, decreased 4.9% year on year, to 2,961 million yen, and segment loss came to 95 million yen (compared with a segment profit of 231 million yen in the previous fiscal year).

(2) Explanation of Financial Position for the Fiscal Year under Review

Assets / Liabilities / Net assets

(Assets)

Assets totaled 129,401 million yen at the end of the fiscal year under review after an increase of 6,698 million yen (5.5%) from the end of the previous fiscal year. Major changes included increases of 2,838 million yen in cash and cash equivalents, 2,347 million yen in intangible assets and 1,211 million yen in goodwill.

(Liabilities)

Liabilities at the end of the fiscal year under review totaled 49,107million yen, an increase of 5,273 million yen (12.0%) from the end of the previous fiscal year. This was mainly due to factors such as increases of 4,983 million yen in bonds and borrowings and 744 million yen in deferred tax liabilities in non-current liabilities, and a decrease of 456 million yen in other current liabilities.

(Equity)

Equity at the end of the fiscal year under review totaled 80,293 million yen, an increase of 1,425 million yen (1.8%) from the end of the previous fiscal year. The principal changes were an increase of 2,135 million yen in treasury shares, reflecting the acquisition of treasury shares of 3,983 million yen and cancellation of treasury shares of 1,848 million yen; a decrease of 1,585 million yen in capital surplus; and an increase of 4,997 million yen in retained earnings, mainly reflecting the recognition of profit attributable to owners of parent of 11,829 million yen, partially offset by dividend payments of 6,897 million yen.

(3) Explanation of Cash Flows for the Fiscal Year under Review

Status of cash flow

At the end of the fiscal year under review, cash and cash equivalents ("Cash") increased 2,838 million yen from the end of the previous fiscal year, to 23,191 million yen. The status of cash flows at the end of the fiscal year under review and the primary factors responsible for those results are as follows:

(Cash flows from operating activities)

Net cash provided by operating activities was 17,878 million yen (compared with net cash provided of 14,159 million yen in the the previous fiscal year). This was primarily because cash inflows, including 16,847 million yen in profit before tax, 2,355 million yen in depreciation and amortization and a decrease of 2,567 million yen in prepaid expenses, which are non-cash expenses, exceeded cash outflows in income taxes paid of 4,891 million yen.

(Cash flow from investing activities)

Net cash used in investing activities was 2,810 million yen (compared with net cash used of 5,558 million yen in the the previous fiscal year). Major cash outflows were 2,332 million yen used for the purchase of shares of subsidiaries, which resulted in change in scope of consolidation, and 312 million yen used for the purchase of intangible assets.

(Cash flow from financing activities)

Net cash used in financing activities was 12,276 million yen (expenditure of 9,675 million yen in the the previous fiscal year). This mainly reflected outflows, including 6,889 million yen for the dividends paid, 5,809 million yen for the repayment of lease liabilities, and 3,983 million yen for the purchase of treasury shares, which exceeded an inflow of 4,974 million yen from issuance of bonds.

(Reference) Cash flow-related indicators

	FY6/22	FY6/23	FY6/24	FY6/25	FY6/26
Ratio of equity attributable to owners of parent (%)	65.6	64.0	62.8	64.2	62.0
Ratio of equity attributable to owners of parent based on market value (%)	137.3	178.8	156.4	121.1	125.9
Ratio of interest-bearing debt to cash flow (years)	0.1	0.1	0.1	0.4	0.6
Interest coverage ratio (times)	94.2	132.2	114.2	77.0	87.4

(Notes) 1. Ratio of equity attributable to owners of parent = Total equity attributable to owners of parent / Total assets
Ratio of equity attributable to owners of parent based on market value: Market capitalization / Total assets
Ratio of interest-bearing debt to cash flows: Interest-bearing debt / cash flows
Interest coverage ratio: Cash flows / Interest expenses paid
2. Each indicator is calculated based on consolidated financial figures.
3. Total market capitalization is calculated using the closing share price at the end of the period x number of shares outstanding at the end of the period (after deduction of treasury shares).
4. Cash flows mean cash provided by cash provided from operating activities.
5. Interest-bearing debt includes all debts on the consolidated balance sheet that incur interest.

(4) Future Outlook

Outlook for the next fiscal year

Increases in both revenue and earnings are anticipated in the domestic engineer temporary staffing business in the fiscal year ending June 30, 2027, as the Company will endeavor to strengthen its sales capabilities in each business area and focus on engineer recruitment and retention and productivity improvement on the back of steady personnel needs in the engineer temporary staffing market.

In the Machinery and Electronics Segment, the Company will aim for stable growth overall, with focus on profitability improvement through structural reform in the IT Segment and on an increase in the number of active engineers through improvements in recruitment capabilities and the retention rate and enhancement of the sales structure in the Construction Segment. Additionally, the Group will promote investment in business reforms in response to changes in the external environment to achieve optimization across the Group and will also pursue improvement in the efficiency of business operations and appropriate cost management, aiming for an operating profit margin of 10.0% or higher.

[Machinery and Electronics Segment] (Temporary staffing, contracting and outsourcing services related to the development, design, operation, and maintenance in the machinery and electrical sectors)

In the Machinery and Electronics Segment, the Company will maintain a high utilization rate on the back of steady demand for engineers mainly in the areas of semiconductor, defense systems, aircraft and plant. It will also work to hire experienced engineers, improve the retention rate, and increase assignment to high added value domains, while also seeking to strengthen profitability through improvement in contract unit prices.

With these initiatives, the Company expects revenue of 70,500 million yen (up 5.6% year on year), operating profit of 9,100 million yen (up 8.8%) and operating profit margin of 12.9%.

[IT Segment] (Temporary staffing, contracting and outsourcing services related to the design, construction, operation, and maintenance of IT infrastructure and IT development)

In the IT Segment, the Company will steadfastly capture demand related to digital transformation (DX) and AI, while also pursuing improvement in the utilization rate through enhancement of the sales structure and engineer management. Additionally, the Company will seek improvement in profitability through the acquisition of high added value projects and upstream projects.

With these initiatives, the Company expects revenue of 42,600 million yen (up 4.1% year on year), operating profit of 4,600 million yen (up 12.2%) and operating profit margin of 10.8%.

[Construction Segment] (Temporary staffing business supplying construction managing engineers and CAD operators to the construction industry)

In the Construction Segment, the Company will work to strengthen its recruitment capabilities, improve compensation for engineers and support their settlement on the back of steady demand for human resources, and will work to expand the number of active staff and improve profitability through the improvement of sales and marketing systems and business operation.

With these initiatives, the Company expects revenue of 59,500 million yen (up 3.3% year on year), operating profit of 7,900 million yen (up 13.4%) and operating profit margin of 13.3%.

[Overseas Segment] (Temporary staffing and contracting for engineering and manufacturing sectors and human resource services, such as paid job introduction, outside of Japan)

In the Overseas Segment, the Company will continue to operate business by emphasizing profitability mainly in China and other Asian region.

This is expected to generate revenue of 800 million yen (up 4.2% year on year), operating profit of 80 million yen (up 46.1%) and operating profit margin of 10.0%.

Based on the above, the Company expects revenue of 175,000 million yen (up 4.5% year on year), operating profit of 17,700 million yen (up 6.0%) and operating profit margin of 10.1% on a consolidated basis for the fiscal year ending June 30, 2027.

In addition, it expects profit before tax of 17,700 million yen (up 5.1% year on year) and profit attributable to owners of parent of 12,300 million yen (up 4.0%).

2. Basic Policy for Selecting Accounting Standards

The Group adopted IFRS to improve the international comparability of the financial information in equity markets and the level of control within the Group.

3. Consolidated Financial Statements and Notes on Important Matters

(1) Consolidated Statement of Financial Position

(Millions of yen)

	As of June 30, 2025	As of June 30, 2026
Assets		
Current assets		
Cash and cash equivalents	20,353	23,191
Trade and other receivables	20,515	21,036
Other financial assets	1,792	1,758
Other current assets	4,678	3,994
Total current assets	47,339	49,980
Non-current assets		
Property, plant and equipment	1,965	2,007
Right-of-use assets	3,320	3,877
Goodwill	58,156	59,368
Intangible assets	1,085	3,432
Investments accounted for using equity method	1,159	1,430
Other financial assets	3,876	3,824
Deferred tax assets	4,924	4,553
Other non-current assets	873	926
Total non-current assets	75,362	79,420
Total assets	122,702	129,401

(Millions of yen)

	As of June 30, 2025	As of June 30, 2026
Liabilities and equities		
Liabilities		
Current liabilities		
Trade and other payables	2,511	2,256
Borrowings	5,030	5,000
Accrued personnel expenses	15,322	15,504
Income taxes payable	2,916	2,533
Other financial liabilities	5,956	5,800
Provisions	1	17
Other current liabilities	7,039	6,583
Total current liabilities	38,778	37,695
Non-current liabilities		
Bonds and borrowings	-	4,983
Other financial liabilities	2,702	3,334
Provisions	691	726
Deferred tax liabilities	-	744
Other non-current liabilities	1,661	1,623
Total non-current liabilities	5,055	11,412
Total liabilities	43,834	49,107
Equity		
Share capital	4,815	4,821
Capital surplus	82,776	81,190
Retained earnings	-613	4,384
Treasury shares	-8,073	-10,208
Other components of equity	-69	46
Total equity attributable to owners of parent	78,835	80,233
Non-controlling interests	32	60
Total equity	78,867	80,293
Total liabilities and equity	122,702	129,401

(2) Consolidated Statements of Income and Comprehensive Income

(Consolidated statement of income)

(Millions of yen)

	Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)	Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)
Revenue	187,954	167,483
Cost of sales	140,548	121,244
Gross profit	47,405	46,239
Selling, general and administrative expense	31,774	29,848
Other revenue	700	314
Other expense	87	9
Operating profit	16,244	16,695
Share of profit of entities accounted for using equity method	162	211
Financial revenue	71	154
Financial expenses	305	213
Profit before tax	16,172	16,847
Income tax expense	3,597	5,000
Profit	12,574	11,847
Profit attributable to		
Owners of parent	12,559	11,829
Non-controlling interests	15	17
Profit	12,574	11,847
Profit per share		
Basic earnings per share (Yen)	144.56	138.91
Diluted earnings per share (Yen)	144.35	138.80

(Consolidated statement of comprehensive income)

(Millions of yen)

	Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)	Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)
Profit	12,574	11,847
Other comprehensive income		
Balances related to items that will not be reclassified to profit or loss		
Financial assets at fair value through other comprehensive income	-45	9
Remeasurements of defined benefit plans	0	56
Total items that will not be reclassified to profit or loss	-45	66
Items that may be reclassified to profit or loss		
Exchange differences on translation of foreign operations	-733	6
Share of other comprehensive income of investments accounted for using equity method	-146	138
Total items that may be reclassified to profit or loss	-879	145
Total other comprehensive income, net of tax	-925	211
Comprehensive income	11,649	12,058
Comprehensive income		
Owners of parent	11,644	12,030
Non-controlling interests	4	27
Comprehensive income	11,649	12,058

(3) Consolidated statement of changes in equity

Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)

(Millions of yen)

	Equity attributable to owners of parent					
					Other components of equity	
	Share capital	Capital surplus	Retained earnings	Treasury shares	Share acquisition rights	Exchange differences on translation of foreign operations
Balance as of July 1, 2024	4,795	82,716	-7,004	-8,176	41	823
Profit			12,559			
Other comprehensive income						-869
Total comprehensive income	-	-	12,559	-	-	-869
Issuance of new shares	20	20			-8	
Dividends of surplus			-6,529			
Purchase of treasury shares		-0		-1		
Disposal of treasury shares		11		104		
Change in scope of consolidation						
Share-based payment transactions		257			-11	
Forfeiture of share acquisition rights		0			-0	
Changes in written put option liabilities related to non-controlling interests, etc.			359			
Purchase of shares of consolidated subsidiaries		-230				
Transfer from other components of equity to retained earnings			1			
Total transactions with owners	20	59	-6,168	103	-20	-
Total changes	20	59	6,391	103	-20	-869
Balance as of June 30, 2025	4,815	82,776	-613	-8,073	20	-45

	Equity attributable to owners of parent					
	Other components of equity					
	Financial assets measured at fair value through other comprehensive income	Remeasurements of defined benefit plans	Total	Total	Non-controlling interests	Total
Balance as of July 1, 2024	2	-	867	73,198	148	73,347
Profit				12,559	15	12,574
Other comprehensive income	-45	0	-914	-914	-10	-925
Total comprehensive income	-45	0	-914	11,644	4	11,649
Issuance of new shares			-8	32		32
Dividends of surplus			-	-6,529	-7	-6,536
Purchase of treasury shares			-	-1		-1
Disposal of treasury shares			-	116		116
Change in scope of consolidation			-	-	10	10
Share-based payment transactions			-11	246		246
Forfeiture of share acquisition rights			-0	-		-
Changes in written put option liabilities related to non-controlling interests, etc.			-	359		359
Purchase of shares of consolidated subsidiaries			-	-230	-125	-355
Transfer from other components of equity to retained earnings	-1	-0	-1	-		-
Total transactions with owners	-1	-0	-22	-6,007	-121	-6,128
Total changes	-47	-	-937	5,637	-116	5,520
Balance as of June 30, 2025	-44	-	-69	78,835	32	78,867

Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)

(Millions of yen)

	Equity attributable to owners of parent					
					Other components of equity	
	Share capital	Capital surplus	Retained earnings	Treasury shares	Share acquisition rights	Exchange differences on translation of foreign operations
Balance as of July 1, 2025	4,815	82,776	-613	-8,073	20	-45
Profit			11,829			
Other comprehensive income						134
Total comprehensive income	-	-	11,829	-	-	134
Issuance of new shares	5	5			-9	
Dividends of surplus			-6,897			
Purchase of treasury shares		-11		-3,983		
Disposal of treasury shares		0		95		
Cancellation of treasury shares		-1,752		1,752		
Share-based payment transactions		161			-0	
Forfeiture of share acquisition rights		10			-10	
Transfer from other components of equity to retained earnings			64			
Total transactions with owners	5	-1,585	-6,832	-2,135	-20	-
Total changes	5	-1,585	4,997	-2,135	-20	134
Balance as of June 30, 2026	4,821	81,190	4,384	-10,208	-	89

	Equity attributable to owners of parent					
	Other components of equity					
	Financial assets measured at fair value through other comprehensive income	Remeasurements of defined benefit plans	Total	Total	Non-controlling interests	Total
Balance as of July 1, 2025	-44	-	-69	78,835	32	78,867
Profit				11,829	17	11,847
Other comprehensive income	9	56	201	201	10	211
Total comprehensive income	9	56	201	12,030	27	12,058
Issuance of new shares			-9	1		1
Dividends of surplus			-	-6,897		-6,897
Purchase of treasury shares			-	-3,994		-3,994
Disposal of treasury shares			-	96		96
Cancellation of treasury shares			-	-		-
Share-based payment transactions			-0	161		161
Forfeiture of share acquisition rights			-10	-		-
Transfer from other components of equity to retained earnings	-8	-56	-64	-		-
Total transactions with owners	-8	-56	-84	-10,633	-	-10,633
Total changes	1	-	116	1,397	27	1,425
Balance as of June 30, 2026	-42	-	46	80,233	60	80,293

(4) Consolidated Statement of Cash Flows

(Millions of yen)

	Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)	Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)
Net cash provided by (used in) operating activities		
Profit before tax	16,172	16,847
Depreciation and amortization expense	2,405	2,355
Interest and dividend income	-71	-97
Interest expenses	187	213
Share of loss (profit) of entities accounted for using equity method	-162	-211
Gain on sale of shares of subsidiaries	-376	-
Decrease (increase) in trade and other receivables	620	-578
Increase (decrease) in trade and other payables	-388	-277
Increase (decrease) in accrued personnel expenses	-570	-11
Decrease (increase) in prepaid expenses	1,213	2,567
Decrease (increase) in lease receivables	1,770	2,010
Increase (decrease) in accrued consumption taxes	-1,573	-496
Other	676	476
Subtotal	19,903	22,797
Interest and dividends received	176	177
Interest paid	-183	-204
Income taxes paid	-5,736	-4,891
Net cash provided by (used in) operating activities	14,159	17,878
Net cash provided by (used in) investing activities		
Purchase of property, plant and equipment	-769	-284
Purchase of intangible assets	-267	-312
Proceeds from collection of long-term loans receivable	1,573	79
Purchase of shares of subsidiaries resulting in change in scope of consolidation	-5,696	-2,332
Payments for sale of shares of subsidiaries resulting in change in scope of consolidation	-105	-
Proceeds from sales of investment securities	8	-
Proceeds from sale and redemption of investments	-	44
Other	-301	-4
Net cash provided by (used in) investing activities	-5,558	-2,810
Net cash provided by (used in) financing activities		
Net increase (decrease) in short-term borrowings	4,509	-
Repayments of long-term borrowings	-2,010	-569
Proceeds from issuance of bonds	-	4,974
Repayments of lease obligations	-5,311	-5,809
Dividends paid	-6,526	-6,889
Purchase of treasury shares	-1	-3,983
Payments for acquisition of interests in subsidiaries from non-controlling interests	-359	-
Other	24	1
Net cash provided by (used in) financing activities	-9,675	-12,276
Effect of exchange rate change on cash and cash equivalents	-77	46
Net increase (decrease) in cash and cash equivalents	-1,152	2,838
Cash and cash equivalents at beginning of period	21,506	20,353
Cash and cash equivalents at end of period	20,353	23,191

(5) Notes on the Consolidated Financial Statements

(Notes on the Premise of a Going Concern)

Not applicable.

(Segment and Other Information)

(1) Overview of reportable segments

The business segments of the Group are the units for which separate financial information can be obtained among the constituent units of the Group and for which the Board of Directors regularly carries out examinations to determine the allocation of management resources and assess business performance.

The Group offers staffing services while also undertaking other services comprehensively on a contract or entrustment basis, both domestically and internationally, with a focus on the technology development departments of manufacturing companies and other clients including Japanese construction companies. Considering this, the reportable segments do not reflect the integration of the business segments.

The Company has revised resource allocation decision-making and performance management structure to better align with operational realities. Specifically, we have split the previous Machinery, Electronics and IT segment into two distinct segments: Machinery and Electronics Segment and IT Segment. Consequently, the Company's reporting segments began to reflect this change at the beginning of the fiscal year under review.

Furthermore, the segment information for the previous fiscal year has also been presented based on the new classification method.

Details of each segment are as follows.

Machinery and Electronics Segment ... Temporary staffing, contracting and outsourcing services related to the development, design, operation, and maintenance in the machinery and electrical sectors

IT Segment ... Temporary staffing, contracting and outsourcing services related to the design, construction, operation, and maintenance of IT infrastructure and IT development

Construction Segment ... Temporary staffing business supplying construction managing engineers and CAD operators to the construction industry

Overseas Segment ... Temporary staffing and contracting for engineering and manufacturing sectors and human resource services, such as paid job introduction, outside of Japan

(2) Segment revenues and operating results

Accounting policies for reportable segments are generally the same as those stated in “Accounting policies in preparing the consolidated financial statements.”

The profit for the reportable segment is the amount of operating profit adjusted based on the share of profit (loss) of investments accounted for using equity method. Also, inter-segment sales and transfers are valued at market prices.

Fiscal year ended June 30, 2025 (July 1, 2024 to June 30, 2025)

	Reportable Segments					Other (Note 1)	Total	Adjustment (Note 2)	Consolidated
	Machinery and Electronics Segment	IT Segment	Construction Segment	Overseas Segment	Total				
Revenue									
Revenue from external customers	60,256	41,248	56,904	27,696	186,105	1,848	187,954	–	187,954
Intersegment revenue	9	29	–	136	175	1,266	1,442	-1,442	–
Total	60,265	41,277	56,904	27,833	186,281	3,114	189,396	-1,442	187,954
Segment profit or loss (Note 3)	7,264	3,757	7,537	945	19,506	231	19,737	-3,330	16,406
Finance income									71
Finance costs									305
Profit before tax									16,172
Segment assets	26,946	20,740	70,382	468	118,538	1,205	119,743	2,958	122,702
Other items									
Depreciation and amortization	493	612	672	115	1,893	14	1,907	497	2,405
Impairment losses	–	–	–	–	–	–	–	–	–
Capital expenditure	177	340	235	50	803	28	832	69	901

Note: 1. “Other” includes business segments that have not been included in the reportable segments, including the business promoting the employment of people with disabilities, the online programming learning service business and a personnel referral business.

2. Adjustments are as follows.

(i) The adjustment of -3,330 million yen for segment profit includes corporate expenses that are not allocated to any reportable segments of 5,240 million yen and an inter-segment elimination of -1,909 million yen. Corporate expenses are primarily the Company's operating expenses that are not attributable to specific reporting segments.

(ii) The segment asset adjustment of 2,958 million yen includes company-wide assets of 25,327 million yen that are not allocated to each reportable segment and the elimination through offsetting receivables and payables of -22,369 million yen. Corporate assets consist primarily of the Company's cash and cash equivalents, investment securities and right-of-use assets that are not attributable to any reportable segment.

(iii) The 497 million yen adjustment for "Depreciation and amortization" in other items consists mainly of the depreciation of the Company's assets not attributable to any reportable segment. The reconciling items in capital expenditures amounting to 69 million yen primarily include the Company’s capital expenditures and inter-segment unrealized profit not belonging to the reportable segments.

3. 162 million yen has been recorded in the Overseas segment as the share of profit (loss) of investments accounted for using equity method, which is included in segment profit.

4. During the fiscal year under review, the Company acquired all shares of Ophiuchus Invesco Co., Ltd., which owned IR Inc., and Ophiuchus Invesco Co., Ltd. was newly included in the scope of consolidation. As a result, the amount of assets of the Construction Segment increased by 9,078 million yen from the end of the previous fiscal year.

5. During the fiscal year under review, the Company acquired all shares of Ophiuchus Invesco Co., Ltd., which owned IR Inc., and Ophiuchus Invesco Co., Ltd. was newly included in the scope of consolidation. As a result, the amount of goodwill of the Construction Segment increased by 7,214 million yen.

6. During the fiscal year under review, the Company transferred its shares of BeNEXT UK Holdings Limited (currently GAP PERSONNEL INVESTMENTS LIMITED) was excluded from the scope of consolidation. As a result, the amount of assets of the Overseas Segment decreased by 8,164 million yen from the end of the previous fiscal year.

Fiscal year ended June 30, 2026 (July 1, 2025 to June 30, 2026)

	Reportable Segments					Other (Note 1)	Total	Adjustment (Note 2)	Consolidated
	Machinery and Electronics Segment	IT Segment	Construction Segment	Overseas Segment	Total				
Revenue									
Revenue from external customers	66,731	40,901	57,599	745	165,977	1,505	167,483	–	167,483
Intersegment revenue	7	23	0	22	53	1,455	1,509	-1,509	–
Total	66,738	40,924	57,600	768	166,031	2,961	168,993	-1,509	167,483
Segment profit or loss (Note 3)	8,364	4,099	6,968	265	19,698	-95	19,603	-2,696	16,906
Finance income									154
Finance costs									213
Profit before tax									16,847
Segment assets	30,161	18,991	65,738	552	115,443	1,284	116,728	12,672	129,401
Other items									
Depreciation and amortization	729	483	669	6	1,888	20	1,909	445	2,355
Impairment losses	–	–	–	–	–	–	–	–	–
Capital expenditure	189	138	85	0	414	21	435	8	443

Note: 1. “Other” includes business segments that have not been included in the reportable segments, including the business promoting the employment of people with disabilities, the online programming learning service business and a personnel referral business.

2. Adjustments are as follows.

(i) The adjustment of -2,696 million yen for segment profit includes corporate expenses that are not allocated to any reportable segments of 4,852 million yen and an inter-segment elimination of -2,155 million yen. Corporate expenses are primarily the Company's operating expenses that are not attributable to specific reporting segments.

(ii) The segment asset adjustment of 12,672 million yen includes company-wide assets of 28,128 million yen that are not allocated to each reportable segment and the elimination through offsetting receivables and payables of -15,455 million yen. Corporate assets consist primarily of the Company's cash and cash equivalents, investment securities and right-of-use assets that are not attributable to any reportable segment.

(iii) The 445 million yen adjustment for "Depreciation and amortization" in other items consists mainly of the depreciation of the Company's assets not attributable to any reportable segment. The reconciling items in capital expenditures amounting to 8 million yen primarily include the Company's capital expenditures and inter-segment unrealized profit not belonging to the reportable segments.

3. 211 million yen has been recorded in the Overseas segment as the share of profit (loss) of investments accounted for using equity method, which is included in segment profit.
4. During the fiscal year under review, the Company acquired all shares of Eisebu Holdings Co., Ltd., which owns Eisebu Plus Corporation and ETECH-K Co., Ltd., and Eisebu Holdings Co., Ltd. was newly included in the scope of consolidation. As a result, the amount of assets in the "Machinery and Electronics Segment" has increased by 4,563 million yen compared to the end of the previous consolidated fiscal year
5. During the fiscal year under review, the Company acquired all shares of Eisebu Holdings Co., Ltd., which owns Eisebu Plus Corporation and ETECH-K Co., Ltd., and Eisebu Holdings Co., Ltd. was newly included in the scope of consolidation. As a result, the amount of goodwill in the "Machinery and Electronics Segment" has increased by 1,208 million yen.

(3) Information related to products and services

Information about products and services is omitted because the classifications are the same as the reportable segments.

(4) Information related to geographic regions

Information about the ratio of non-current assets located outside Japan is omitted because it is less than 10%.

The breakdown of revenue by region is as follows.

Revenue from external customers

(Unit: Million yen)

	Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)	Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)
Japan	160,257	166,511
United Kingdom	27,388	—
Other	307	972
Total	187,954	167,483

(Note) Revenue is classified by country based on the locations of customers.

(5) Information related to major customers

Because there is no single external customer for whom revenue from transactions comprises 10% or more of the revenue of the Group, the description is omitted.

(Business Combination, etc.)

(Business combination through acquisition)

At a meeting held on July 25, 2025, the Board of Directors of the Company resolved to acquire all shares of Eisebu Holdings Co., Ltd., which has Eisebu Plus Corporation and ETECH-K Co., Ltd. as subsidiaries, and to make it a subsidiary effective October 1, 2025. Accordingly, the Company entered into a share transfer agreement on August 8, 2025, and converted Eisebu Holdings Co., Ltd. into a subsidiary on October 1, 2025.

(1) Overview of the Business Combination

(i) Name and Business Description of the Acquired Company

Name of the Acquired Company	Eisebu Holdings Co., Ltd.
Description of Business	Holding shares of Eisebu Plus Corporation and ETECH-K Co., Ltd., and providing management oversight, including administrative services incidental thereto, for the two companies

(ii) Primary Reason for the Business Combination

The Company is guided by the purpose of "Open up individual potential through rewarding work." We focus on supporting people working as engineers in their establishment and advancement of their careers and in changing jobs through our engineering services to manufacturers, general contractors, and IT companies. We recognize that expanding our technology areas is a crucial and effective business strategy.

Eisebu Plus Corporation and ETECH-K Co., Ltd. are engaged in specialized administrative tasks in automotive development, vehicle and unit testing support, system development support, and crash testing. We believe that, through this acquisition of shares, the Group will expand its business in the automotive sector and deepen its relationships with client companies.

(iii) Date of Business Combination

October 1, 2025

(iv) Legal Form of Business Combination

Acquisition of shares in exchange for cash

(v) Name of the Company After the Combination

No change

(vi) Percentage of Voting Rights Acquired

100.0%

(vii) Basis for Determining the Acquirer

The Company was determined to be the acquirer because it acquired the shares in exchange for cash.

(2) Acquisition-related Costs

The acquisition-related costs associated with this business combination amounted to 18 million yen and have been recorded in “Selling, General and Administrative Expenses” in the consolidated statement of profit or loss.

(3) Fair Value of Consideration Transferred, Assets Acquired, and Liabilities Assumed as of the Acquisition Date

(Millions of yen)

Fair Value of Consideration Transferred	
Cash	3,110
Total	3,110
Fair Value of Assets Acquired and Liabilities Assumed	
Current Assets	1,096
Non-current Assets (Note 1)	2,672
Total Assets	3,768
Current Liabilities	547
Non-current Liabilities	1,319
Total Liabilities	1,867
Net Fair Value of Assets Acquired and Liabilities Assumed	1,901
Goodwill (Note 2)	1,208

(Note 1) The amount allocated to intangible assets other than goodwill and a breakdown by major categories are as follows:

(i) Amount Allocated to Intangible Assets and Breakdown by Major Categories

Eisebu Plus Corporation	Customer-related intangible assets	2,370 million yen
EATECH-K Co., Ltd.	Customer-related intangible assets	120 million yen

(ii) Weighted Average Amortization Period for the Total and by Major Category

Eisebu Plus Corporation	Customer-related intangible assets	20 years
EATECH-K Co., Ltd.	Customer-related intangible assets	2.5 years

2. Goodwill arising from this business combination has been recorded under the Machinery and Electronics segment. The primary components of the goodwill represent expected synergies with existing businesses and excess earnings capacity that do not meet the criteria for separate recognition. It should be noted that no portion of the goodwill is expected to be tax-deductible.

(4) Fair Value, Contractual Amounts, and Estimated Uncollectible Amounts of Acquired Receivables

The fair value, contractual amounts receivable, and estimated uncollectible amounts of the acquired trade and other receivables are as follows:

(Millions of yen)

Fair Value	Contractual Amounts Receivable	Uncollectible Amount
281	281	－

(5) Cash Flows Related to the Acquisition

(Millions of yen)

Cash and Cash Equivalents Paid for the Acquisition	3,110
Cash and Cash Equivalents Held by the Acquired Company and Its Subsidiaries at the Time of Acquisition	777
Payments for Acquisition of Subsidiaries	2,332

(6) Impact on Business Performance

Revenue and profit attributable to the acquired company from the acquisition date onward have been omitted due to immateriality.

In addition, profit and loss information assuming the business combination had occurred at the beginning of the fiscal year has not been disclosed, as the impact on the consolidated financial statements is not material.

(Per Share Information)

(1) The basis for calculation of basic earnings per share

	Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)	Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)
Profit attributable to owners of parent (million yen)	12,559	11,829
Profit not attributable to holders of ordinary shares of parent (million yen)	–	–
Profit used to calculate basic earnings per share (million yen)	12,559	11,829
Weighted average number of common shares (shares)	86,883,818	85,163,363
Basic earnings per share (yen)	144.56	138.91

(2) The basis for the calculation of diluted earnings per share

	Fiscal year ended June 30, 2025 (July 1, 2024 - June 30, 2025)	Fiscal year ended June 30, 2026 (July 1, 2025 - June 30, 2026)
Profit used to calculate basic earnings per share (million yen)	12,559	11,829
Adjustment to profit for the period (million yen)	–	–
Profit used to calculate diluted earnings per share (million yen)	12,559	11,829
Weighted average number of common shares (shares)	86,883,818	85,163,363
Increase in number of common shares	121,543	67,036
Share acquisition rights (shares)	34,543	9,536
Medium- to Long-Term Performance-Linked Stock Compensation (shares)	87,000	57,500
Weighted average number of diluted ordinary shares (shares)	87,005,361	85,230,399
Diluted earnings per share (yen)	144.35	138.80

(Subsequent Events)

(Business combination through acquisition)

At the Board of Directors meeting held on July 24, 2026, the Company resolved to acquire the shares of Cox Grantham Curtis Pty Ltd and make the company and its three subsidiaries consolidated subsidiaries effective October 1, 2026, and concluded a share transfer agreement on August 3, 2026.

The provisions of IFRS 3 Business Combinations will apply regarding the purchase of Cox Grantham Curtis Pty Ltd.

(1) Overview of the Business Combination

(i) Name and Business Description of the Acquired Company

Name of the Acquired Company	Cox Grantham Curtis Pty Ltd
Description of Business	Temporary and permanent recruitment business for the construction, infrastructure and resource industries

(ii) Primary Reason for the Business Combination

Under its corporate purpose of "Open up individual potential through rewarding work," the Group supports the career development of working people through human resources services. Cox Grantham Curtis Pty Ltd and make the company and its three subsidiaries consolidated subsidiaries involved in the temporary and permanent recruitment business specializing in professional human resources for the construction, infrastructure and resources domains in Australia and has a strong affinity with the Group's core business domains.

Through the share acquisition, the Company will strengthen its business base in the overseas domain of construction and engineering domains and also seek to expand its customer base and network of specialist human resources, aiming to translate this into the medium- and long-term growth and corporate value enhancement of the Group as a whole.

(iii) Date of Business Combination

October 1, 2026 (plan)

(iv) Legal Form of Business Combination

Acquisition of shares in exchange for cash

(v) Name of the Company After the Combination

No change

(vi) Percentage of Voting Rights Acquired

67.0%

(vii) Basis for Determining the Acquirer

The Company was determined to be the acquirer because it will acquire the shares in exchange for cash.

(2) Consideration, Goodwill, Identifiable Assets Acquired and Liabilities Assumed

Consideration is comprised of cash of 19 million Australian dollars and additional contingent consideration. The total amount is measured at fair value. Contingent consideration may be paid in the future subject to certain conditions, for example, if specific performance targets, etc. are met.

Initial accounting treatment for the acquisition, which includes the fair value of total consideration as of the acquisition date and the fair value of identifiable assets acquired and liabilities assumed as of the acquisition date, has not been disclosed because figures currently cannot be estimated and the accounting treatment has not been finalized.

(3) Other Information about the Business Combination

The Company has treated the acquisition of assets and assumption of liabilities as separate transactions, and awarded put options to non-controlling interests.