

Translation

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## Summary of Consolidated Financial Results for the Nine Months Ended December 31, 2025 (Based on Japanese GAAP)

February 13, 2026

Company name: Human Holdings Co., Ltd.  
 Stock exchange listing: Tokyo  
 Stock code: 2415 URL <https://www.athuman.com/>  
 Representative: Representative Director, President and CEO Tomonari Sato  
 Inquiries: Director, Corporate Planning Division Yasuhiro Sato TEL 03-6846-8002  
 Scheduled date to commence dividend payments: –  
 Preparation of supplementary material on financial results: Yes  
 Holding of financial results meeting: No

(Amounts less than one million yen are rounded down)

### 1. Consolidated financial results for the nine months ended December 31, 2025 (from April 1, 2025 to December 31, 2025)

#### (1) Consolidated operating results (cumulative)

Percentages indicate year-on-year changes

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Nine months ended December 31, 2025	76,384	1.9	2,186	(2.7)	2,410	1.5	1,415	(2.4)
Nine months ended December 31, 2024	74,934	4.9	2,248	10.7	2,374	14.1	1,450	21.2

	Earnings per share	Diluted earnings per share
	Yen	Yen
Nine months ended December 31, 2025	136.38	–
Nine months ended December 31, 2024	139.75	–

#### (2) Consolidated financial position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
As of December 31, 2025	52,064	18,730	36.0
As of March 31, 2025	50,743	18,096	35.7

### 2. Cash dividends

	Annual dividends per share				
	1st quarter-end	2nd quarter-end	3rd quarter-end	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Year ended March 31, 2025	–	0.00	–	75.50	75.50
Year ending March 31, 2026	–	0.00	–	–	–
Year ending March 31, 2026 (Forecast)	–	–	–	72.50	72.50

### 3. Forecast of consolidated financial results for the year ending March 31, 2026 (from April 1, 2025 to March 31, 2026)

Percentages indicate year-on-year changes

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	103,600	3.3	3,600	5.7	3,700	3.5	2,500	(4.1)	240.90

4. Notes

- (1) Significant changes in the scope of consolidation during the nine months ended December 31, 2025: No
- (2) Application of special accounting methods for preparing quarterly consolidated financial statements: No
- (3) Changes in accounting policies, changes in accounting estimates, and restatement of prior period financial statements
- Changes in accounting policies due to revisions to accounting standards and other regulations: No
  - Changes in accounting policies due to other reasons: No
  - Changes in accounting estimates: No
  - Restatement of prior period financial statements: No

(4) Number of issued shares (common shares)

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

As of December 31, 2025	10,377,999 shares	As of March 31, 2025	10,377,999 shares
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Number of treasury shares at the end of the period

As of December 31, 2025	37 shares	As of March 31, 2025	37 shares
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Average number of shares during the period (cumulative from the beginning of the fiscal year)

Nine months ended December 31, 2025	10,377,962 shares	Nine months ended December 31, 2024	10,377,978 shares
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**Quarterly consolidated financial statements**  
**Consolidated balance sheets**

(Thousands of yen)

	As of March 31, 2025	As of December 31, 2025
<b>Assets</b>		
Current assets		
Cash and deposits	27,836,939	30,021,852
Accounts receivable - trade, and contract assets	11,829,971	10,998,182
Merchandise	603,287	521,148
Supplies	9,316	10,214
Other	1,315,517	1,496,185
Allowance for doubtful accounts	(4,597)	(4,851)
Total current assets	41,590,435	43,042,731
Non-current assets		
Property, plant and equipment	3,185,226	3,250,654
Intangible assets		
Goodwill	52,419	48,089
Other	1,686,147	1,494,981
Total intangible assets	1,738,566	1,543,070
Investments and other assets		
Guarantee deposits	2,191,558	2,256,335
Other	2,133,327	2,079,242
Allowance for doubtful accounts	(95,334)	(107,829)
Total investments and other assets	4,229,551	4,227,748
Total non-current assets	9,153,344	9,021,473
Total assets	50,743,779	52,064,204
<b>Liabilities</b>		
Current liabilities		
Accounts payable - trade	120,054	179,165
Current portion of long-term borrowings	3,073,463	3,068,020
Contract liabilities	9,864,034	7,693,553
Accounts payable - other	7,016,667	8,899,019
Income taxes payable	543,919	452,384
Provision for bonuses	1,061,062	582,269
Asset retirement obligations	2,037	8,577
Provision for loss on business withdrawal	–	75,281
Other	2,737,297	3,664,163
Total current liabilities	24,418,537	24,622,433
Non-current liabilities		
Long-term borrowings	6,731,405	7,116,415
Provision for retirement benefits for directors (and other officers)	548,711	577,838
Asset retirement obligations	398,778	419,445
Other	550,260	597,270
Total non-current liabilities	8,229,154	8,710,969
Total liabilities	32,647,692	33,333,403

(Thousands of yen)

	As of March 31, 2025	As of December 31, 2025
Net assets		
Shareholders' equity		
Share capital	1,299,900	1,299,900
Capital surplus	734,737	734,737
Retained earnings	16,042,803	16,674,563
Treasury shares	(60)	(60)
Total shareholders' equity	18,077,380	18,709,140
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	4,790	5,596
Foreign currency translation adjustment	13,916	16,064
Total accumulated other comprehensive income	18,706	21,661
Total net assets	18,096,087	18,730,801
Total liabilities and net assets	50,743,779	52,064,204

## Consolidated statements of income (cumulative) and consolidated statements of comprehensive income (cumulative)

### Consolidated statements of income (cumulative)

(Thousands of yen)

	Nine months ended December 31, 2024	Nine months ended December 31, 2025
Net sales	74,934,329	76,384,731
Cost of sales	55,744,257	56,940,940
Gross profit	19,190,071	19,443,790
Selling, general and administrative expenses	16,941,628	17,257,008
Operating profit	2,248,442	2,186,781
Non-operating income		
Interest income	7,447	32,337
Dividend income	136	169
Subsidy income	118,014	188,439
Other	69,435	87,173
Total non-operating income	195,033	308,119
Non-operating expenses		
Interest expenses	37,556	51,664
Other	31,007	32,402
Total non-operating expenses	68,563	84,067
Ordinary profit	2,374,912	2,410,834
Extraordinary income		
Gain on sale of non-current assets	–	505
Gain on sale of businesses	140,000	–
Total extraordinary income	140,000	505
Extraordinary losses		
Loss on retirement of non-current assets	420	6,888
Loss on valuation of shares of subsidiaries and associates	66,939	16,571
Impairment losses	7,434	28,672
Loss on withdrawal from business	–	77,247
Total extraordinary losses	74,794	129,379
Profit before income taxes	2,440,118	2,281,959
Income taxes	989,778	866,664
Profit	1,450,339	1,415,295
Profit attributable to owners of parent	1,450,339	1,415,295

**Consolidated statements of comprehensive income (cumulative)**

(Thousands of yen)

	Nine months ended December 31, 2024	Nine months ended December 31, 2025
Profit	1,450,339	1,415,295
Other comprehensive income		
Valuation difference on available-for-sale securities	769	806
Foreign currency translation adjustment	1,152	2,148
Total other comprehensive income	1,922	2,954
Comprehensive income	1,452,262	1,418,250
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	1,452,262	1,418,250
Comprehensive income attributable to non-controlling interests	—	—