August 13, 2026

Summary of Consolidated Financial Results for the Six Months Ended June 30, 2026 (Under Japanese GAAP)

Company name: Value HR Co., Ltd.
Listing: Tokyo Stock Exchange
Securities code: 6078
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Scheduled date to file semi-annual securities report: August 13, 2026
Scheduled date to commence dividend payments: August 20, 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 six months ended June 30, 2026 (from January 1, 2026 to June 30, 2026)

(1) Consolidated operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
Six months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
June 30, 2026	5,211	10.1	352	11.3	376	9.9	252	78.7
June 30, 2025	4,732	19.4	316	(33.5)	342	(29.5)	141	(55.1)

Note: Comprehensive income For the six months ended June 30, 2026: ¥184 million [(3.1)%]
For the six months ended June 30, 2025: ¥190 million [(48.8)%]

	Basic earnings per share	Diluted earnings per share
Six months ended	Yen	Yen
June 30, 2026	9.45	9.44
June 30, 2025	5.29	5.28

(2) Consolidated financial position

	Total assets	Net assets	Equity-to-asset ratio	Net assets per share
As of	Millions of yen	Millions of yen	%	Yen
June 30, 2026	16,706	6,802	40.5	252.78
December 31, 2025	18,219	6,900	37.7	257.41

Reference: Equity
As of June 30, 2026: ¥6,759 million
As of December 31, 2025: ¥6,874 million

2. Cash dividends

	Annual dividends per share				
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended December 31, 2025	-	13.00	-	13.00	26.00
Fiscal year ending December 31, 2026	-	14.50			
Fiscal year ending December 31, 2026 (Forecast)				13.50	28.00

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

3. Forecast of consolidated financial results for the fiscal year ending December 31, 2026 (from January 1, 2026 to December 31, 2026)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Fiscal year ending December 31, 2026	11,000	9.3	1,650	86.9	1,630	70.3	1,050	66.9	39.31

Note: Revisions to the earnings forecasts most recently announced: None

* **Notes**

(1) Significant changes in the scope of consolidation during the period: None

(2) Adoption of accounting treatment specific to the preparation of semi-annual consolidated financial statements: Yes

(3) Changes in accounting policies, changes in accounting estimates, and restatement
   (i) Changes in accounting policies due to revisions to accounting standards and other regulations: None
   (ii) Changes in accounting policies due to other reasons: None
   (iii) Changes in accounting estimates: None
   (iv) Restatement: None

(4) Number of issued shares (common shares)

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

As of June 30, 2026	27,418,600 shares
As of December 31, 2025	27,394,200 shares

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

As of June 30, 2026	678,096 shares
As of December 31, 2025	686,496 shares

   (iii) Average number of shares outstanding during the period (cumulative from the beginning of the fiscal year)

Six months ended June 30, 2026	26,716,797 shares
Six months ended June 30, 2025	26,723,718 shares

Note 1: The number of treasury shares at the end of the fiscal year includes the shares held by the Employee Stock Benefit Trust (296,700 shares in the second quarter of the fiscal year ending December 31, 2026 and 350,000 shares in the fiscal year ending December 31, 2025). In addition, the Company's shares held by the Employee Stock Benefit Trust are included in treasury stock that is deducted in the calculation of the average number of shares during the period.

* Semi-annual financial results reports are exempt from review conducted by certified public accountants or an audit firm.

* Proper use of earnings forecasts, and other special matters

Forward-looking statements, such as earnings forecasts, contained in this material are based on information available to the Company and certain assumptions that the Company deems reasonable, and are not intended to be a promise by the Company to realize them. Actual financial results, etc. may differ substantially due to various factors. For future prospects and assumptions, please refer to page 3 of the Appendix.

Semi-annual consolidated balance sheet

(Thousands of yen)

	As of December 31, 2025	As of June 30, 2026
Assets		
Current assets		
Cash and deposits	4,931,033	3,342,315
Accounts receivable - trade	875,150	876,981
Merchandise	293	835
Work in process	6,590	6,857
Supplies	35,960	36,946
Other	725,371	786,965
Total current assets	6,574,400	5,050,901
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	2,225,530	2,170,327
Machinery and equipment, net	11,461	10,032
Land	6,374,037	6,374,037
Other, net	174,528	188,734
Total property, plant and equipment	8,785,557	8,743,132
Intangible assets	1,074,597	1,174,802
Investments and other assets	1,784,938	1,738,126
Total non-current assets	11,645,093	11,656,060
Total assets	18,219,494	16,706,962
Liabilities		
Current liabilities		
Accounts payable - trade	186,476	198,897
Short-term borrowings	349,200	990,700
Income taxes payable	185,094	209,799
Deposits received	3,671,238	1,363,255
Provision for share awards	96,465	72,613
Other	1,934,647	2,306,103
Total current liabilities	6,423,122	5,141,369
Non-current liabilities		
Long-term borrowings	4,664,934	4,494,584
Other	231,070	268,097
Total non-current liabilities	4,896,004	4,762,681
Total liabilities	11,319,126	9,904,051
Net assets		
Shareholders' equity		
Share capital	2,035,317	2,051,313
Capital surplus	2,295,471	2,311,467
Retained earnings	3,347,377	3,248,399
Treasury shares	(1,039,781)	(1,020,252)
Total shareholders' equity	6,638,384	6,590,929
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	236,607	168,670
Total accumulated other comprehensive income	236,607	168,670
Share acquisition rights	22,508	40,630
Non-controlling interests	2,867	2,680
Total net assets	6,900,367	6,802,910
Total liabilities and net assets	18,219,494	16,706,962

Semi-annual consolidated statement of income

(Thousands of yen)

	Six months ended June 30, 2025	Six months ended June 30, 2026
Net sales	4,732,325	5,211,245
Cost of sales	3,369,711	3,758,109
Gross profit	1,362,613	1,453,135
Selling, general and administrative expenses	1,046,140	1,100,906
Operating profit	316,473	352,229
Non-operating income		
Interest income	1,070	1,886
Dividend income	18,162	23,970
Gain on sale of investment securities	48,523	40,743
Other	2,926	2,375
Total non-operating income	70,681	68,975
Non-operating expenses		
Interest expenses	29,631	40,722
Office relocation expenses	10,974	1,394
Other	4,284	2,857
Total non-operating expenses	44,889	44,974
Ordinary profit	342,265	376,230
Extraordinary income		
Gain on sale of investment securities	-	59,534
Total extraordinary income	-	59,534
Extraordinary losses		
Loss on valuation of investment securities	-	9,400
Total extraordinary losses	-	9,400
Profit before income taxes	342,265	426,364
Income taxes	201,047	173,778
Profit	141,217	252,585
Loss attributable to non-controlling interests	(222)	(186)
Profit attributable to owners of parent	141,439	252,771

Semi-annual consolidated statement of comprehensive income

(Thousands of yen)

	Six months ended June 30, 2025	Six months ended June 30, 2026
Profit	141,217	252,585
Other comprehensive income		
Valuation difference on available-for-sale securities	49,388	(67,936)
Total other comprehensive income	49,388	(67,936)
Comprehensive income	190,606	184,648
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	190,828	184,835
Comprehensive income attributable to non-controlling interests	(222)	(186)

Semi-annual consolidated statement of cash flows

(Thousands of yen)

	Six months ended June 30, 2025	Six months ended June 30, 2026
Cash flows from operating activities		
Profit before income taxes	342,265	426,364
Depreciation	217,187	261,399
Loss (gain) on valuation of investment securities	-	9,400
Amortization of lease and guarantee deposits	4,073	4,936
Share-based payment expenses	-	18,356
Increase (decrease) in provision for share awards	52,067	58,818
Interest and dividend income	(19,232)	(25,856)
Subsidy income	(850)	-
Interest expenses	29,631	40,722
Loss (gain) on sale of investment securities	(48,523)	(100,277)
Decrease (increase) in trade receivables	(95,090)	(1,831)
Decrease (increase) in inventories	5,100	(1,794)
Decrease (increase) in investments in leases	19,445	20,820
Decrease (increase) in accounts receivable - other	95,258	75,263
Increase (decrease) in trade payables	28,121	12,421
Increase (decrease) in accounts payable - other	31,333	(63,530)
Increase/decrease in consumption taxes payable/consumption taxes refund receivable	(77,853)	(36,313)
Increase (decrease) in deposits received	(1,817,447)	(2,307,983)
Increase (decrease) in customer deposits	(35,489)	(28,538)
Increase (decrease) in contract liabilities	359,633	509,963
Other, net	(42,513)	(102,589)
Subtotal	(952,880)	(1,230,247)
Interest and dividends received	19,232	25,856
Interest paid	(29,695)	(40,613)
Income taxes paid	(89,367)	(146,524)
Subsidies received	850	-
Net cash provided by (used in) operating activities	(1,051,861)	(1,391,528)

(Thousands of yen)

	Six months ended June 30, 2025	Six months ended June 30, 2026
Cash flows from investing activities		
Purchase of property, plant and equipment	(159,913)	(54,322)
Purchase of intangible assets	(288,758)	(272,137)
Purchase of investment securities	(635,947)	(359,469)
Proceeds from sale of investment securities	490,556	423,926
Payments of leasehold and guarantee deposits	(69,747)	(462)
Guarantee deposits received	-	670
Other, net	228	29
Net cash provided by (used in) investing activities	(663,583)	(261,763)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	-	650,000
Repayments of long-term borrowings	(253,574)	(178,850)
Proceeds from exercise of employee share options	5,550	31,331
Proceeds from issuance of share acquisition rights	-	426
Purchase of treasury shares	-	(63,140)
Repayments of lease liabilities	(23,724)	(23,531)
Dividends paid	(347,914)	(351,661)
Net cash provided by (used in) financing activities	(619,662)	64,574
Net increase (decrease) in cash and cash equivalents	(2,335,106)	(1,588,718)
Cash and cash equivalents at beginning of period	5,188,771	4,831,033
Cash and cash equivalents at end of period	2,853,664	3,242,315

(Notes on segment information, etc.)

Segment Information

I. Previous interim consolidated accounting period (January 1, 2025 to June 30, 2025)

1. Information on sales and the amount of profit or loss for each reported segment, as well as information on the breakdown of revenues

(Thousands of yen)

	Reportable segments			Adjustment amount (Note) 1	Interim Consolidated Statements of Income (Note)2
	Value Cafeteria Service	HR Managements Service	Total		
Sales					
cafeteria	934,048	-	934,048	-	934,048
health care	2,843,344	-	2,843,344	-	2,843,344
Health Insurance Management Business and Other Services	-	801,686	801,686	-	801,686
Revenue generated from customer contracts	3,777,392	801,686	4,579,079	-	4,579,079
Other earnings (Note)3	84,052	69,193	153,245	-	153,245
Revenues from external customers	3,861,444	870,880	4,732,325	-	4,732,325
Transactions with other segments	-	-	-	-	-
Total	3,861,444	870,880	4,732,325	-	4,732,325
Segment Profit	809,744	125,663	935,407	(618,934)	316,473

Note: 1. The adjustment amount of (618,934) thousand yen for segment profit is a company-wide expense that cannot be allocated to each reporting segment and is an expense incurred by the Company's administrative department.

2. Segment profit is adjusted to operating income in the interim consolidated statements of income.

3. Other revenues include real estate rental income and other income that fall within the scope of the Accounting Standards for Lease Transactions.

II. Interim Consolidated Accounting Period (January 1, 2026 to June 30, 2026)

1. Information on sales and the amount of profit or loss for each reported segment, as well as information on the breakdown of revenues

(Thousands of yen)

	Reportable segments			Adjustment amount (Note) 1	Interim Consolidated Statements of Income (Note)2
	Value Cafeteria Service	HR Managements Service	Total		
Sales					
cafeteria	995,384	-	995,384	-	995,384
health care	3,166,581	-	3,166,581	-	3,166,581
Health Insurance Management Business and Other Services	-	886,329	886,329	-	886,329
Revenue generated from customer contracts	4,161,966	886,329	5,048,295	-	5,048,295
Other earnings (Note)3	87,351	75,598	162,949	-	162,949
Revenues from external customers	4,249,317	961,927	5,211,245	-	5,211,245
Transactions with other segments	-	-	-	-	-
Total	4,249,317	961,927	5,211,245	-	5,211,245
Segment Profit	830,718	184,095	1,014,813	(662,583)	352,229

Note: 1. The adjustment amount of (662,583) thousand yen for segment profit is a company-wide expense that cannot be allocated to each reporting segment and is an expense incurred by the Company's administrative department.

2. Segment profit is adjusted to operating income in the interim consolidated statements of income.

3. Other revenues include real estate rental income and other income that fall within the scope of the Accounting Standards for Lease Transactions.