

# Results for the 3rd Quarter of the Fiscal Year Ending March 31, 2025



MEITEC Group Holdings Inc.

January 30, 2025

## Comments on Results



1. In the 3rd quarter, consolidated net sales rose 5.1% and operating profit rose 6.2%, year on year, while profit decreased 0.0% as a result of having recorded impairment losses in the 2nd quarter.
2. In the Engineering Solutions Business, net sales rose 5.2% and operating profit rose 7.1% year on year, achieving increases in both the number of engineers assigned to clients and the utilization ratio.
3. The number of engineers was 12,365, down 0.3% (42 employees) year on year, as a result of continued proactive recruitment that adheres to high standards.
4. In the Recruiting & Placement Business for Engineers, net sales decreased 1.3% year on year due mainly to a decrease in the number of job placements, while operating profit rose 10.8% given efficiency improvements.

# Results for the 3rd Quarter of the Fiscal Year Ending March 31, 2025 (Group Consolidated)

(Fractions of one million yen are rounded down)	3Q ended Dec. 31, 2023	3Q ended Dec. 31, 2024	YoY Amount	% Change	Past Forecast	% Change
Net sales	95,497	100,398	+4,901	+5.1%	133,300	75.3%
Cost of sales	68,877	72,346	+3,469	+5.0%	97,100	
Cost of sales to Net sales	72.1%	72.1%	(0.1%)		72.8%	
SG&A Expenses	12,292	12,839	+546	+4.4%	18,000	
Operating profit	14,327	15,212	+885	+6.2%	18,200	83.6%
Operating profit margins	15.0%	15.2%	+0.1%		13.7%	
Ordinary profit	14,335	15,253	+918	+6.4%	18,300	83.3%
Extraordinary income & loss	(6)	(621)	(615)	—		
Profit before income taxes	14,329	14,632	+303	+2.1%		
Profit attributable to owners of parent	9,804	9,801	(2)	(0.0%)	11,900	82.4%
Profit margins	10.3%	9.8%	(0.5%)			

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# Results for the 3rd Quarter of the Fiscal Year Ending March 31, 2025 (Business Domains)

(Fractions of one million yen are rounded down)		3Q ended Dec. 31, 2023	3Q ended Dec. 31, 2024	YoY Amount	% Change
Engineering Solutions Business	Sales	94,506	99,403	+4,896	+5.2%
	Component ratio	99.0%	99.0%	—	
	Meitec	66,714	69,763	+3,049	+4.6%
	Meitec Fielders	25,299	26,964	+1,665	+6.6%
	Operating profit	13,960	14,953	+992	+7.1%
	Component ratio	97.4%	98.3%	+0.8%	
Recruiting & Placement Business for Engineers	Sales	1,017	1,004	(12)	(1.3%)
	Component ratio	1.1%	1.0%	(0.1%)	
	Operating profit	309	343	+33	+10.8%
	Component ratio	2.2%	2.3%	+0.1%	

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# Results for the 3rd Quarter of the Fiscal Year Ending March 31, 2025 (Meitec)

(Fractions of one million yen are rounded down)	3Q ended Dec. 31, 2023	3Q ended Dec. 31, 2024	YoY Amount	% Change	Past Forecast	% Change
Net sales	66,714	69,763	+3,049	+4.6%	92,400	75.5%
Operating profit	11,227	11,706	+478	+4.3%	14,200	82.4%
Operating profit margins	16.8%	16.8%	—		15.4%	
Ordinary profit	12,440	11,716	(724)	(5.8%)	14,200	82.5%
Profit	8,758	8,048	(709)	(8.1%)	9,700	83.0%
Utilization ratio (Company-wide)	97.3%	98.0%	+0.7%		97.8%	
Working Hours 〈h/day〉	8.29	8.35	+0.06	+0.7%	8.38	
Number of Engineers	7,936	7,913	(23)	(0.3%)		

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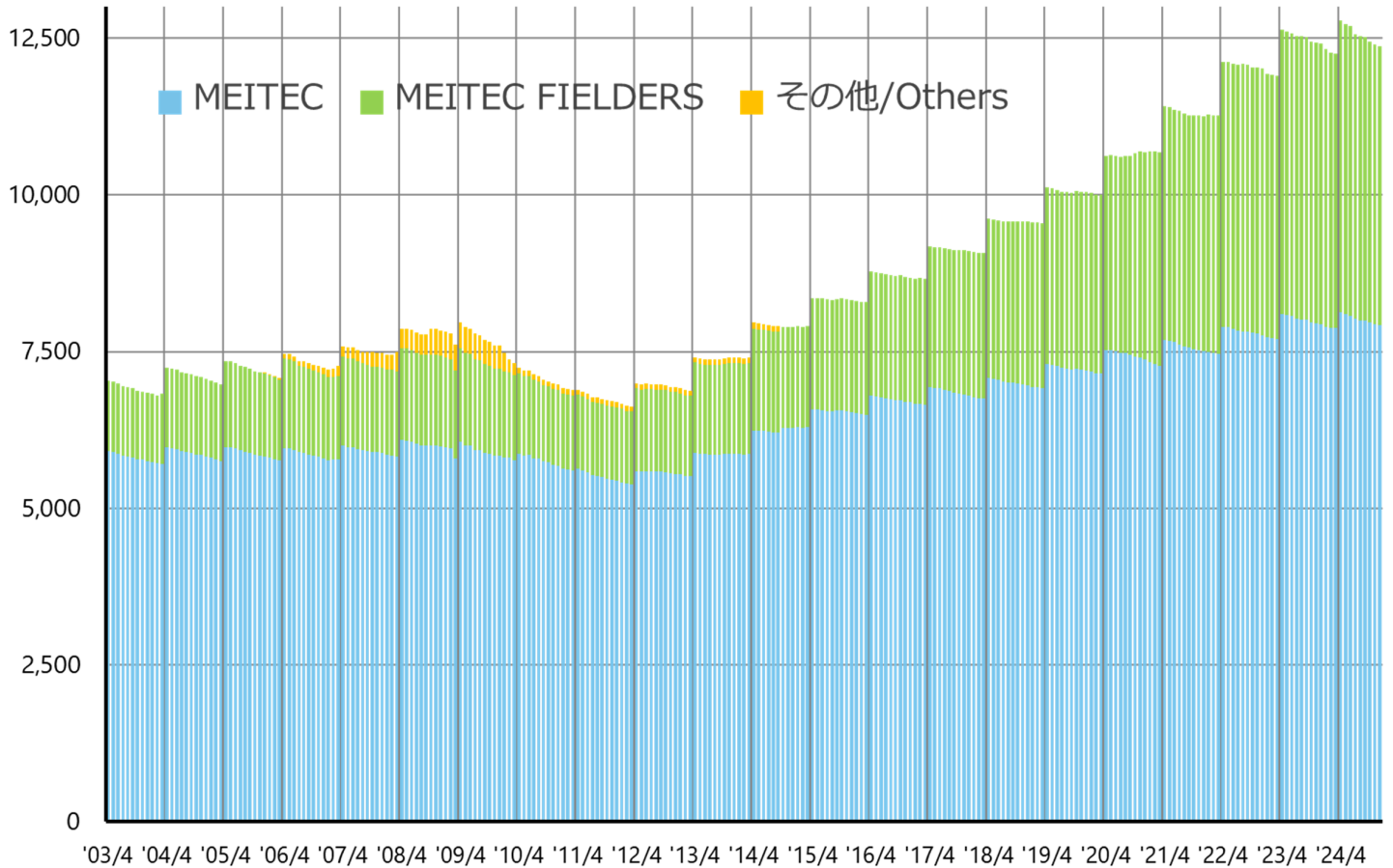
# Results for the 3rd Quarter of the Fiscal Year Ending March 31, 2025 (MEITEC Fielders)

(Fractions of one million yen are rounded down)	3Q ended Dec. 31, 2023	3Q ended Dec. 31, 2024	YoY Amount	% Change	Past Forecast	% Change
Net sales	25,299	26,964	+1,665	+6.6%	35,800	75.3%
Operating profit	2,575	3,088	+512	+19.9%	3,400	90.8%
Operating profit margins	10.2%	11.5%	+1.3%		9.5%	
Ordinary profit	2,578	3,088	+509	+19.8%	3,400	90.8%
Profit	1,774	2,126	+351	+19.8%	2,350	90.5%
Utilization ratio (Company-wide)	94.6%	96.7%	+2.1%		96.7%	
Working Hours 〈h/day〉	8.18	8.21	+0.03	+0.4%	8.24	
Number of Engineers	4,471	4,452	(19)	(0.4%)		

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# Number of Engineers (Group Consolidated)

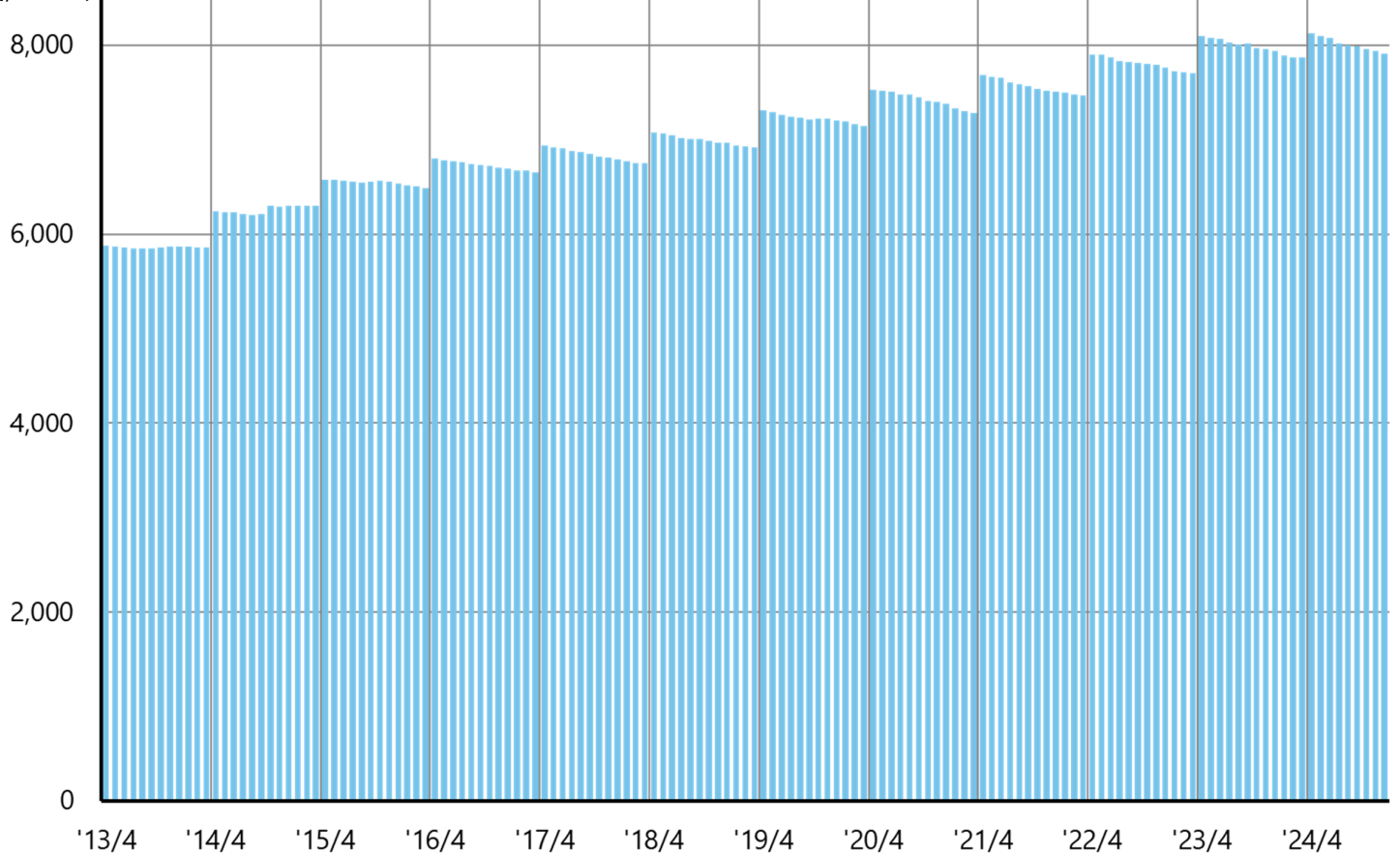
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# Number of Engineers (MEITEC)

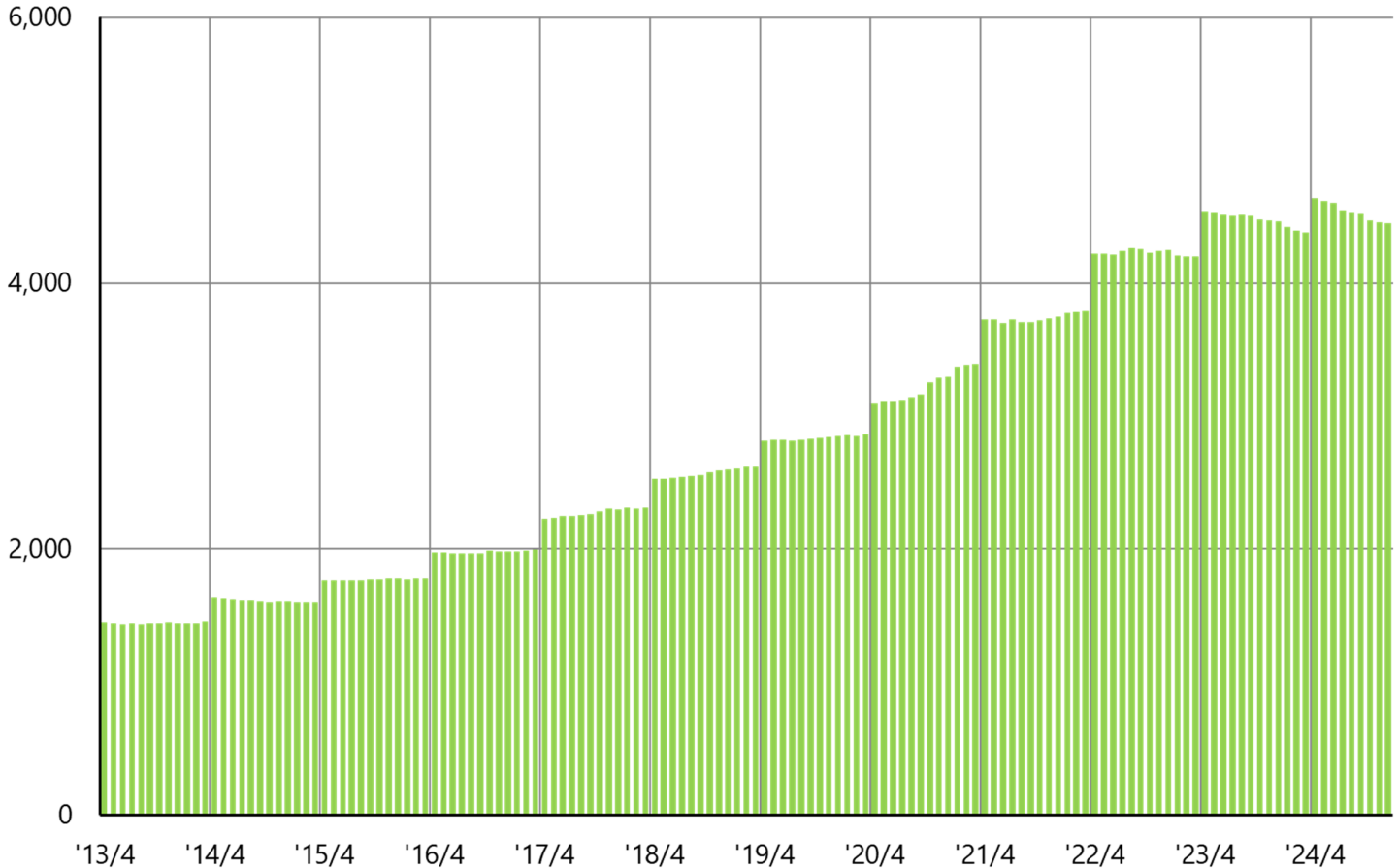
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# Number of Engineers (MEITEC Fielders)

(名/Person)



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## Status of Recruitment and Hiring Target

Re-posted

(Person)	Meitec			Meitec Fielders			2 group companies		
	Total	New Graduates Prospective Number	Mid-career	Total	New Graduates Prospective Number	Mid-career	Total	New Graduates Prospective Number	Mid-career
FY2025									
April 2025		328			359			687	
YoY		(1)			+57			+56	
Planned Number		(172)			(41)			(213)	
FY2024	Target	Actual	Target	Target	Actual	Target	Target	Actual	Target
April 2024	569	329	240	782	302	480	1,351	631	720
YoY	(104)	(130)	+26	(48)	(63)	+15	(152)	(193)	+41
Comparison to Initial Forecast		(171)	(60)		(148)	(120)		(319)	(180)
FY2023	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
April 2023	673	459	214	830	365	465	1,503	824	679
YoY	(26)	(15)	(11)	(178)	(46)	(132)	(204)	(61)	(143)

[April 2025 New Graduate prospective number as of Oct. 2024: Meitec](#)

1. We upheld hiring standards even amid extraordinarily strong corporate appetite for new graduates' recruitment.
2. The number of new graduate hires was largely unchanged relative to the previous fiscal year but 172 fewer relative to the plan for 500 new graduate hires given that activities to recruit students of the target demographic concluded sooner than anticipated.

[April 2025 New Graduate prospective number as of Oct. 2024: Meitec Fielders](#)

1. New graduate recruitment was substantially affected by a situation where many companies lowered their hiring standards in prioritizing moves to secure headcounts of new graduate hires.
2. Amid that scenario, the number of new graduate hires was 57 higher year on year but 41 fewer relative to the plan for 400 new graduate hires underpinned by continuation of persistent recruitment activities.

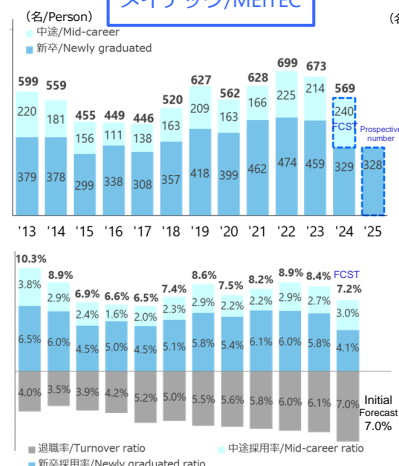
[April 2026 New Graduate Recruitment Status: Meitec](#)

1. We are maintaining our approach of adhering to hiring standards.
2. We are promptly addressing a situation where students are engaging in job hunting activities increasingly earlier than in the past, while also extending our options with respect to measures aligned with changing preferences of new graduates each year.

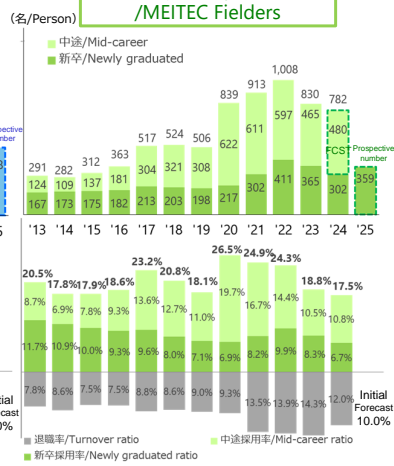
[April 2026 New Graduate Recruitment Status: Meitec Fielders](#)

1. We are maintaining our approach to upholding hiring standards even with respect to the middle zone.
2. We are placing focus on increasing the quantity and quality of relationships in alignment with preferences of individual students.

### メイテック/MEITEC



### メイテックフィールダーズ/MEITEC Fielders



[FY2023 Mid-career Hiring Results: Meitec](#)

1. Amid a situation where the openings-to-applications ratio has been persistently high, corporations are continuing to lower hiring standards and improve conditions of employment such as salary and benefits, and it is a challenging environment.
2. Mid-career hiring has been substantially affected by a diminishing pass rate. The number of job applicants has decreased, but by a negligible amount.

[Mid-career Hiring Results: Meitec Fielders](#)

1. We face challenges in the turbulent career-change market where hiring standards, including those associated with inexperienced candidates, continue to be lowered and the breadth of such lowering of standards is widening.
2. Whereas we will refrain from disclosing specific details, our assessment indicates room for improvement in terms of enlisting an agile approach to taking action.

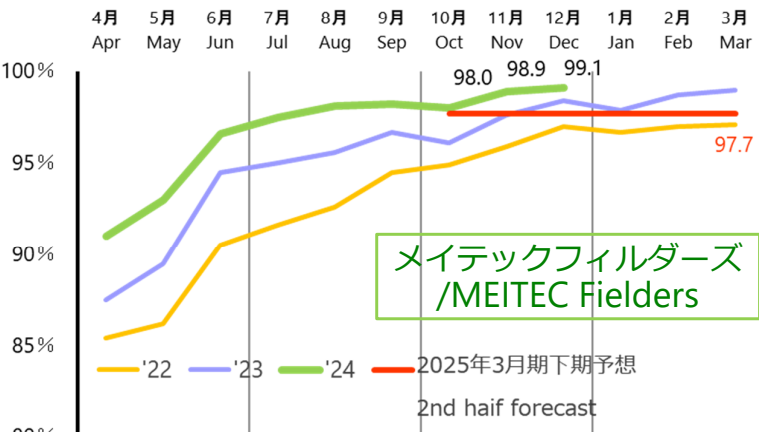
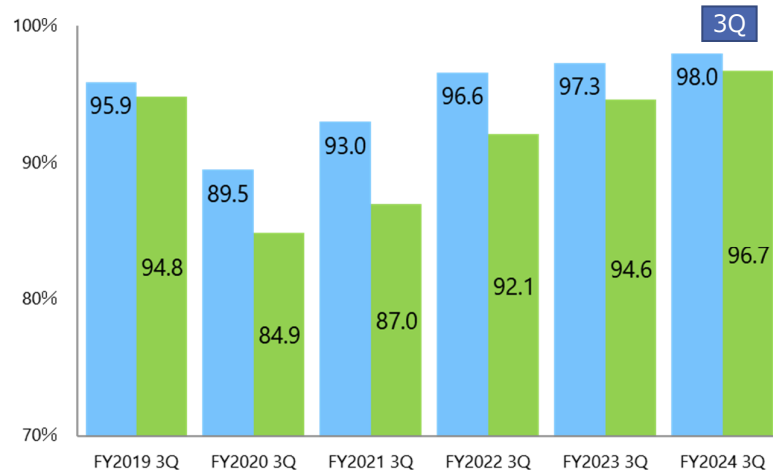
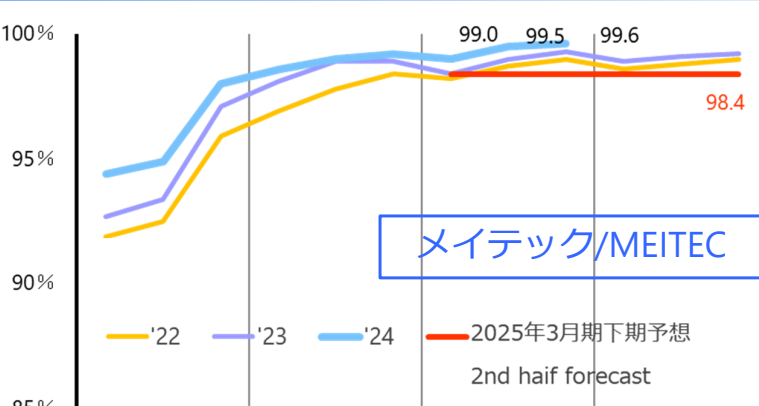
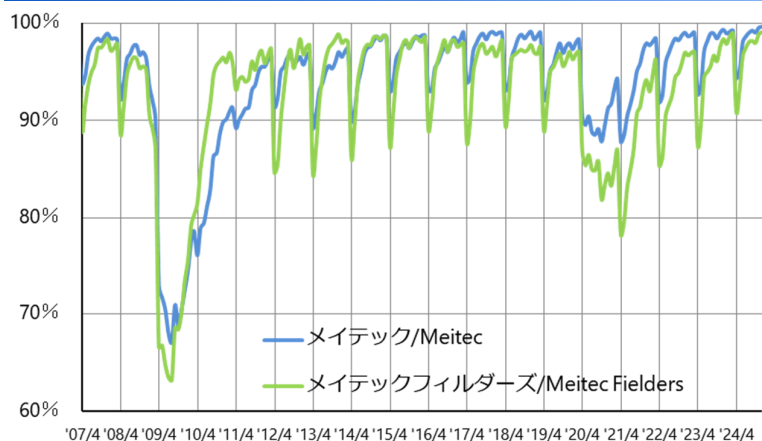
[FY2024 Mid-career Hiring Targets \(Revised\): Meitec](#)

1. We have revised our recruitment target in having decreased it by 60 hires from the initial target of 300 hires, based on the assumption that challenges will persist while adhering to hiring standards.
2. Whereas we will refrain from disclosing specific details, we are assigning greater importance to actions that give rise to recovery of pass rates.

[FY2024 Mid-career Hiring Targets \(Revised\): Meitec Fielders](#)

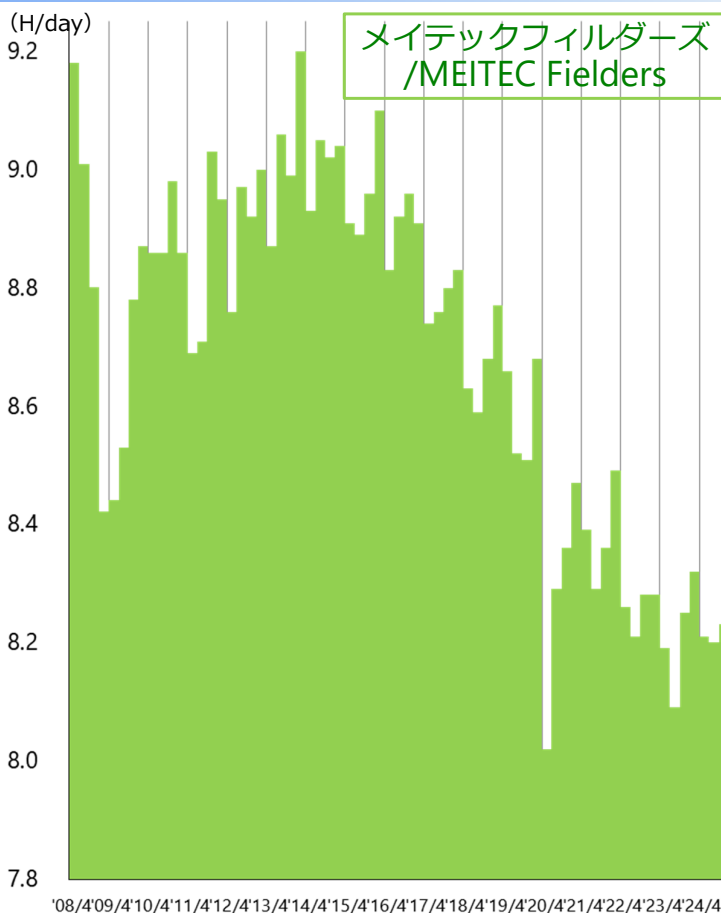
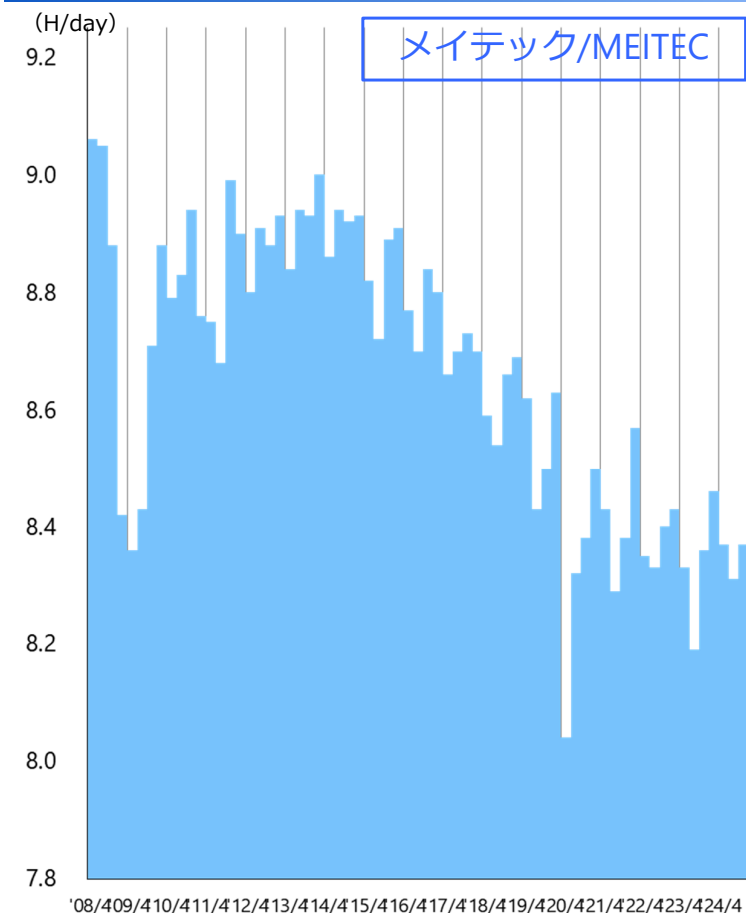
1. Although we will strive to mount a recovery taking into account our assessment, we have revised our recruitment target in having decreased it by 120 hires from the initial target of 600 hires.
2. We must assume that we are bound to encounter ongoing challenges in the turbulent career-change market.
3. We must also uphold hiring standards.

# Utilization Ratio



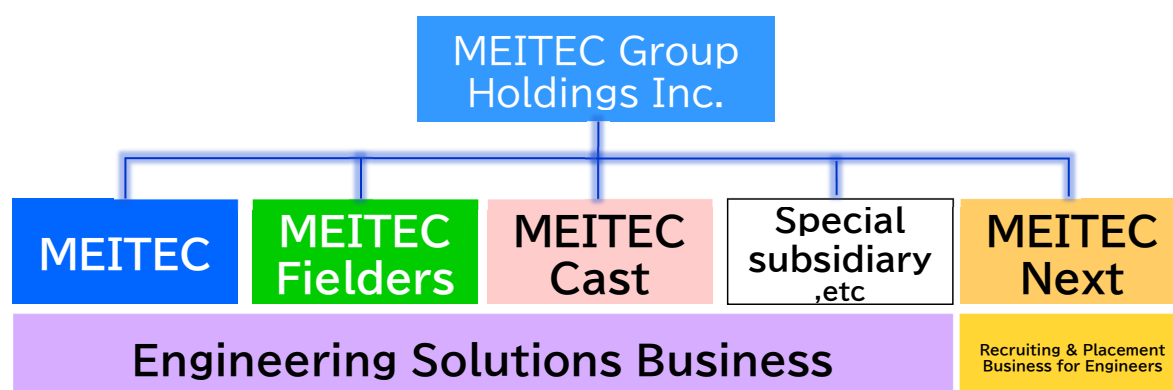
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# Working Hours



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<b>Company Name</b>	<b>MEITEC Group Holdings Inc.</b>
<b>Tokyo Headquarters</b>	<b>Taito-ku, Tokyo</b>
<b>Atsugi Headquarters</b>	<b>Atsugi, Kanagawa</b>
<b>Stock listings</b>	<b>Tokyo Stock Exchange, Prime Market(No. 9744)</b>
<b>Incorporated</b>	<b>July 17, 1974</b>



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## Disclaimer regarding forward-looking statements

Earnings forecasts and other forward-looking statements in this release are based on data currently available to management and certain assumptions that management believes are reasonable.

Actual results may therefore differ materially from these statements for various reasons.

Some important factors that might have an effect on business performance pertain to Business Risks stated in the Company's annual securities report and other information already released, but factors influencing business performance are not limited to those released.

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