

Results for the Fiscal Year Ended March 31, 2025



MEITEC Group Holdings Inc.

May 8, 2025

Disclaimer regarding forward-looking statements

The current economic outlook is extremely uncertain, making it difficult to formulate accurate forecasts. Please be advised that the accuracy of the forecast less than last year.

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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Develop a new era by People and Technology
MEITEC
Engineering Firm at The Core
MEITEC GROUP

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1. Results for the Fiscal Year Ended March 31, 2025

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Comments on Results

1. Both sales and profits reached record highs, with sales and profits increasing. Consolidated net sales rose 4.8% year on year, operating profit rose 6.6%, profit rose by 3.2%.
2. In the Engineering Solutions Business, orders were strong as our main clients have continued to investment in technological development.
3. We achieved increases in both the number of engineers assigned to clients and the utilization ratio, leading to a year-on-year increase in net sales of 4.3% at Meitec and 5.6% at Meitec Fielders and an increase in operating profit of 5.4% at Meitec and 13.5% at Meitec Fielders.
4. Profits from Recruiting & Placement Business for Engineers marked a record high, with sales and profits increasing.

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Results for the Fiscal Year Ended March 31, 2025 (Group Consolidated)

(Fractions of one million yen are rounded down)	FY ended March. 31, 2024	FY ended March. 31, 2025	YoY Amount	% Change	Past Forecast	Progress toward the FY forecast
Net sales	126,976	133,068	+ 6,092	+ 4.8%	133,300	(232)
Cost of sales	92,741	97,135	+ 4,394	+ 4.7%	97,100	+ 35
Cost of sales to Net sales	73.0%	73.0%	—			
SG&A Expenses	16,573	17,102	+ 528	+ 3.2%	18,000	(898)
Operating profit	17,660	18,830	+ 1,169	+ 6.6%	18,200	+ 630
Operating profit margins	13.9%	14.2%	+ 0.2%		13.7%	+ 0.5%
Ordinary profit	17,667	18,911	+ 1,244	+ 7.0%	18,300	+ 611
Extraordinary income & loss	(6)	(621)	(614)			
Profit before income taxes	17,660	18,290	+ 630	+ 3.6%		
Income taxes	5,317	5,550	+ 233	+ 4.4%		
Profit attributable to owners of parent	12,343	12,740	+ 396	+ 3.2%	11,900	+ 840
Profit margins	9.7%	9.6%	(0.1%)			
Return on Equity (ROE)	26.1%	26.4%	+ 0.3%			

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Results for the Fiscal Year Ended March 31, 2025 (Business Domains)

(Fractions of one million yen are rounded down)		FY ended March. 31, 2024	FY ended March. 31, 2025	YoY Amount	% Change
Engineering Solutions Business	Sales	125,610	131,612	+ 6,001	+ 4.8%
	Component ratio	98.9%	98.9%	—	
	Meitec	88,653	92,486	+ 3,832	+ 4.3%
	Meitec Fielders	33,662	35,544	+ 1,882	+ 5.6%
	Operating profit	17,139	18,316	+ 1,177	+ 6.9%
	Component ratio	97.0%	97.3%	+ 0.2%	
Recruiting & Placement Business for Engineers	Sales	1,398	1,465	+ 67	+ 4.8%
	Component ratio	1.1%	1.1%	—	
	Operating profit	458	568	+ 109	+ 23.8%
	Component ratio	2.6%	3.0%	+ 0.4%	

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Results for the Fiscal Year Ended March 31, 2025 (MEITEC)

(Fractions of one million yen are rounded down)	FY ended March. 31, 2024	FY ended March. 31, 2025	YoY Amount	% Change	Past Forecast	Progress toward the FY forecast
Net sales	88,653	92,486	+ 3,832	+ 4.3%	92,400	+ 86
Cost of sales	63,769	66,257	+ 2,487	+ 3.9%	66,100	+ 157
Cost of sales to Net sales	71.9%	71.6%	(0.3%)		71.5%	+ 0.1%
SG&A Expenses	11,035	11,629	+ 594	+ 5.4%	12,100	(471)
Operating profit	13,848	14,599	+ 751	+ 5.4%	14,200	+ 399
Operating profit margins	15.6%	15.8%	+ 0.2%		15.4%	+ 0.4%
Ordinary profit	15,066	14,614	(452)	(3.0%)	14,200	+ 414
Extraordinary income & loss	(6)	(1)	+ 4			
Profit before income taxes	15,060	14,612	(447)	(3.0%)		
Profit	10,668	10,253	(415)	(3.9%)	9,700	+ 553
Utilization ratio (Company-wide)	97.7%	98.3%	+ 0.6%		97.8%	+ 0.5%
Working Hours 〈h/day〉	8.33	8.38	+ 0.05	+ 0.6%	8.38	—
Number of Recruitment	673	438	(235)	(34.9%)	569	(131)
Newly graduated	459	329	(130)	(28.3%)	329	—
Mid-career	214	109	(105)	(49.1%)	240	(131)
Turnover Ratio	6.1%	6.1%	—		7.0%	(0.9%)
Number of Engineers	7,870	7,824	(46)	(0.6%)		

*Actual figures for fiscal year 2023 are on an actual basis reflecting the sum of results for Meitec under the former structure in the first half of the fiscal year prior to the transition to a holding company structure and the new Meitec since October 1, 2023.

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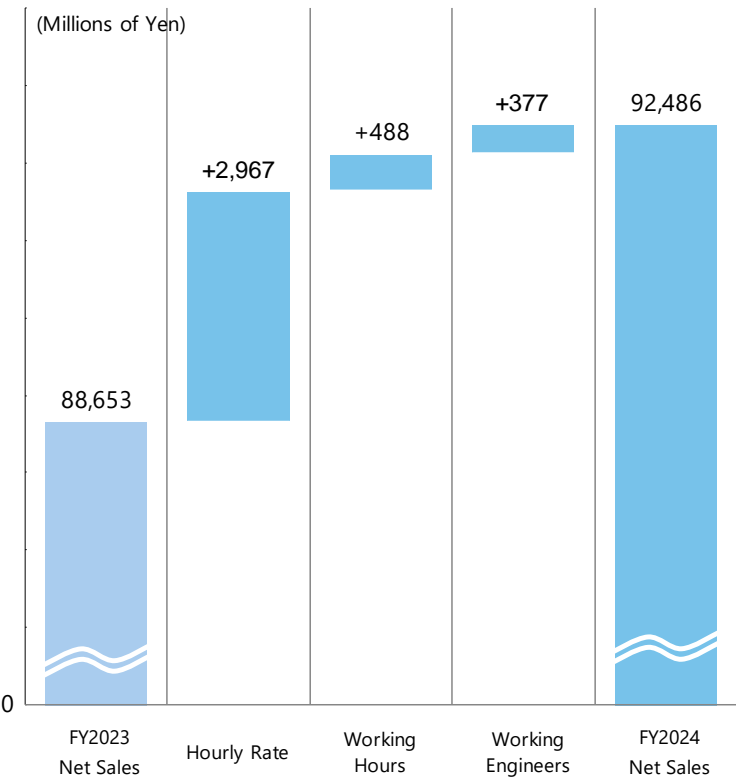
Results for the Fiscal Year Ended March 31, 2025 (MEITEC Fielders)

(Fractions of one million yen are rounded down)	FY ended March. 31, 2024	FY ended March. 31, 2025	YoY Amount	% Change	Past Forecast	Progress toward the FY forecast
Net sales	33,662	35,544	+ 1,882	+ 5.6%	35,800	(256)
Cost of sales	26,225	27,928	+ 1,702	+ 6.5%	28,000	(72)
Cost of sales to Net sales	77.9%	78.6%	+ 0.7%		78.2%	+ 0.4%
SG&A Expenses	4,336	4,097	(238)	(5.5%)	4,400	(303)
Operating profit	3,100	3,518	+ 418	+ 13.5%	3,400	+ 118
Operating profit margins	9.2%	9.9%	+ 0.7%		9.5%	+ 0.4%
Ordinary profit	3,097	3,522	+ 424	+ 13.7%	3,400	+ 122
Extraordinary income & loss	—	—	—			
Profit before income taxes	3,097	3,522	+ 424	+ 13.7%		
Profit	2,321	2,629	+ 308	+ 13.3%	2,350	+ 279
Utilization ratio (Company-wide)	95.5%	97.1%	+ 1.6%		96.7%	+ 0.4%
Working Hours 〈h/day〉	8.21	8.24	+ 0.03	+ 0.4%	8.24	—
Number of Recruitment	830	589	(241)	(29.0%)	782	(193)
Newly graduated	365	302	(63)	(17.3%)	302	—
Mid-career	465	287	(178)	(38.3%)	480	(193)
Turnover Ratio	14.3%	14.3%	—		12.0%	+ 2.3%
Number of Engineers	4,383	4,323	(60)	(1.4%)		

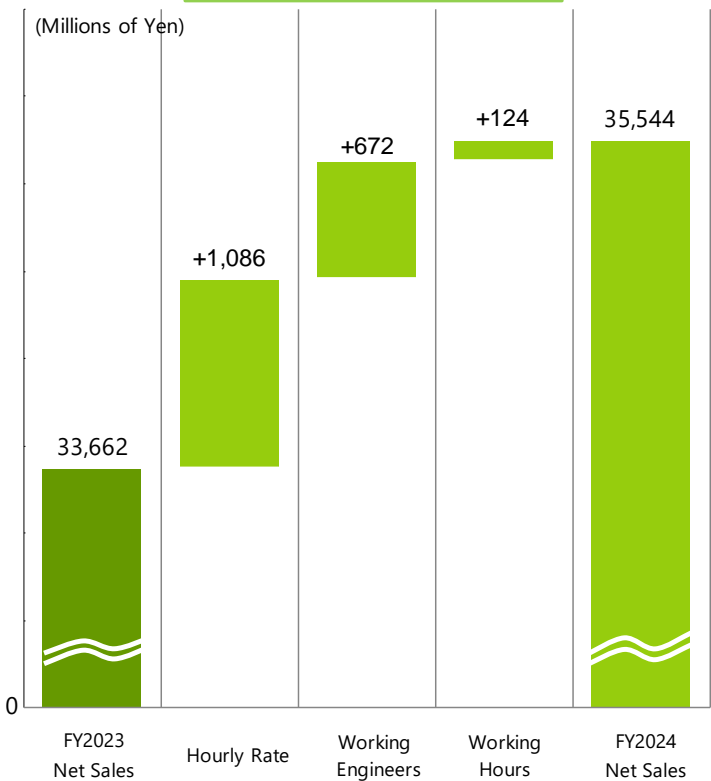
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Comparison of Net Sales

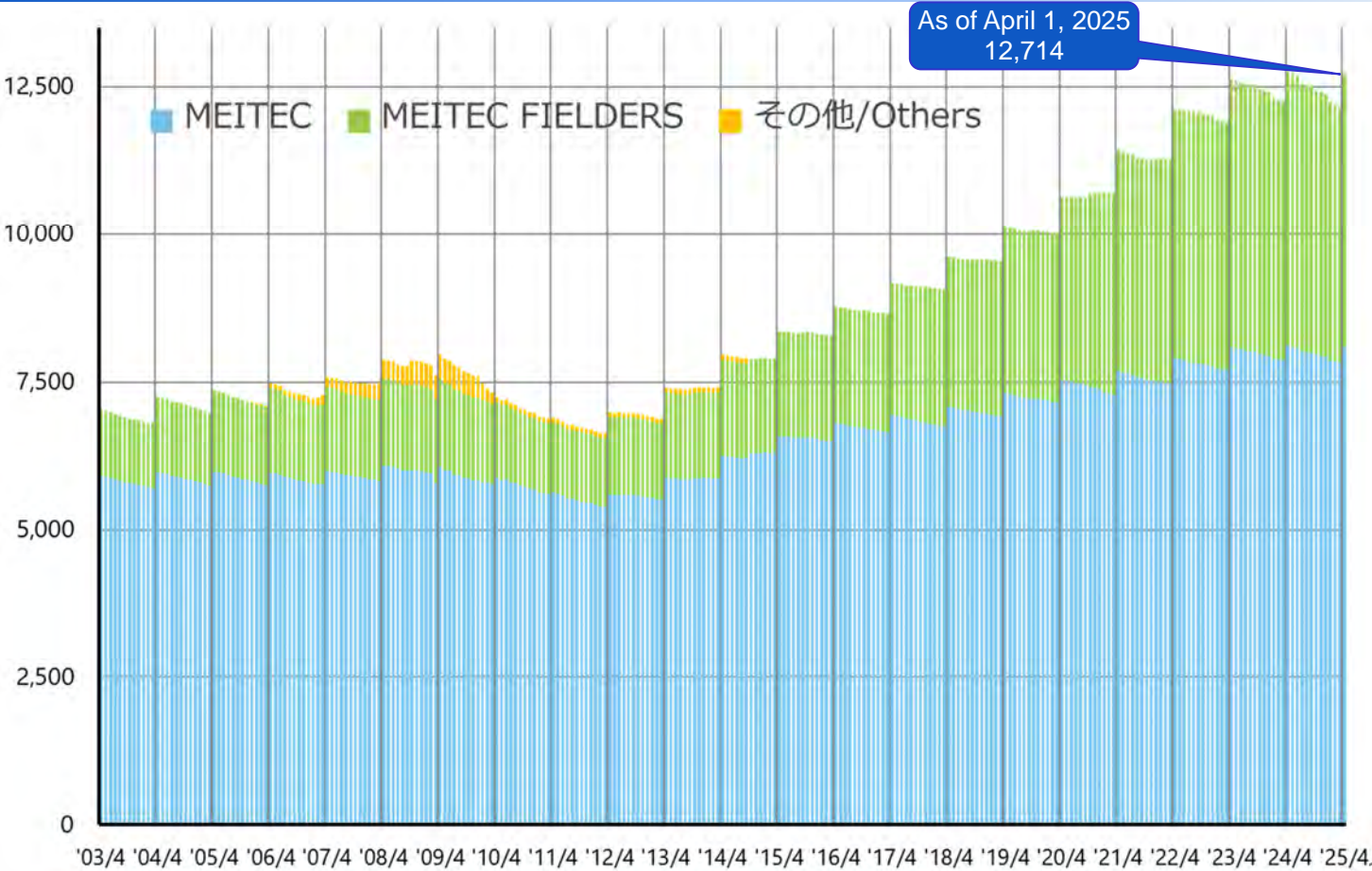
メイテック/MEITEC



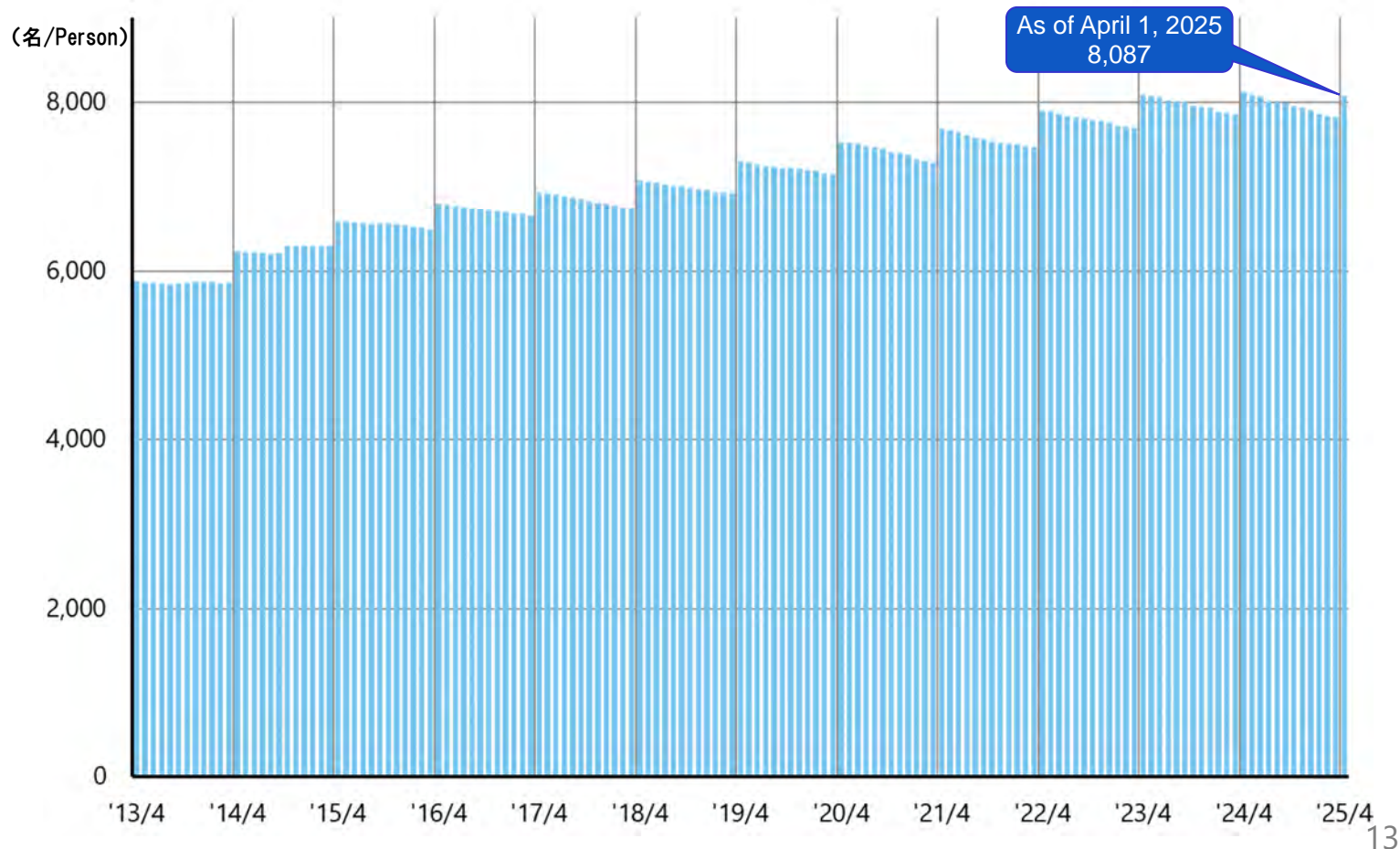
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/MEITEC Fielders



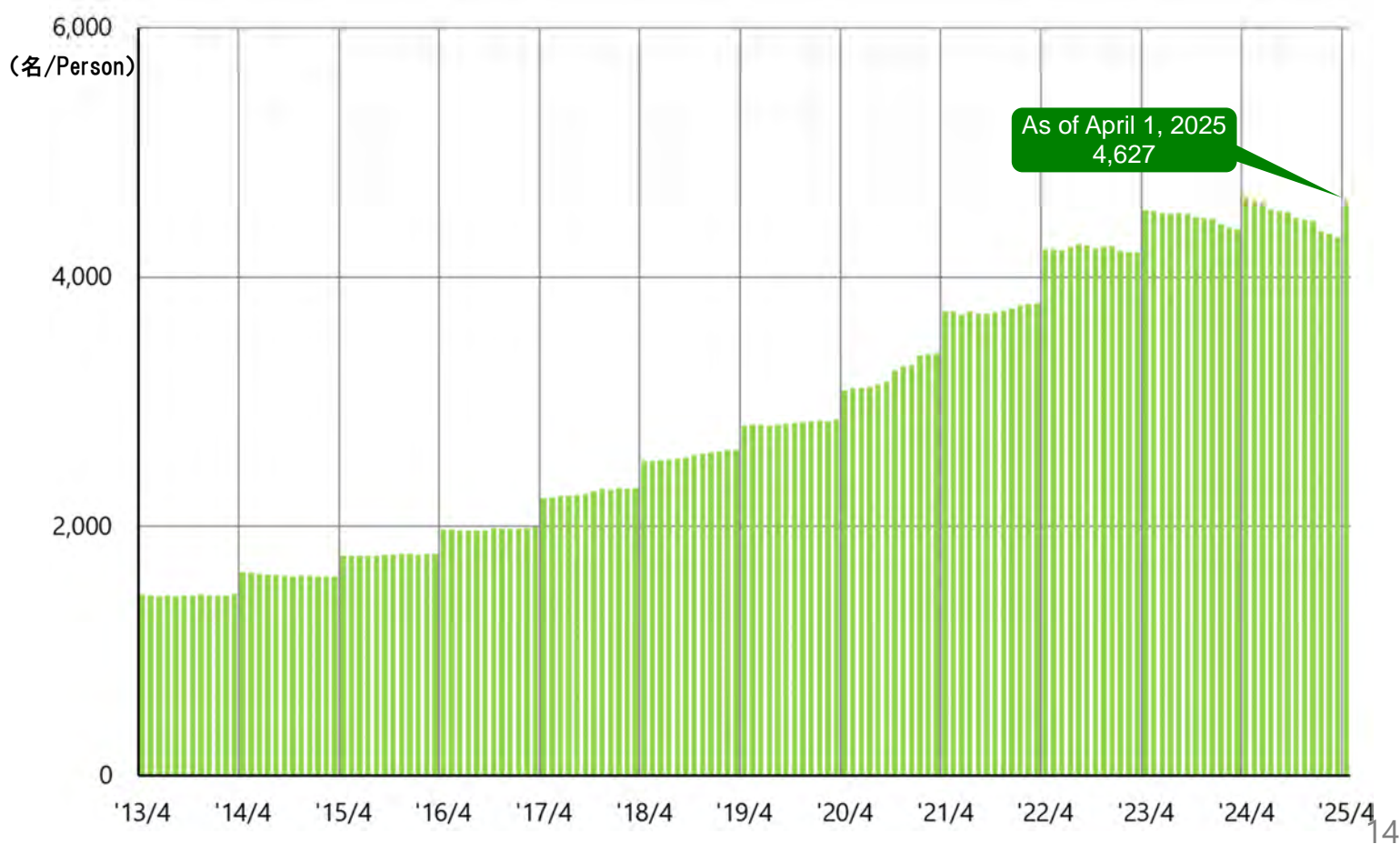
Number of Engineers (Group Consolidated)



Number of Engineers (MEITEC)



Number of Engineers (MEITEC Fielders)

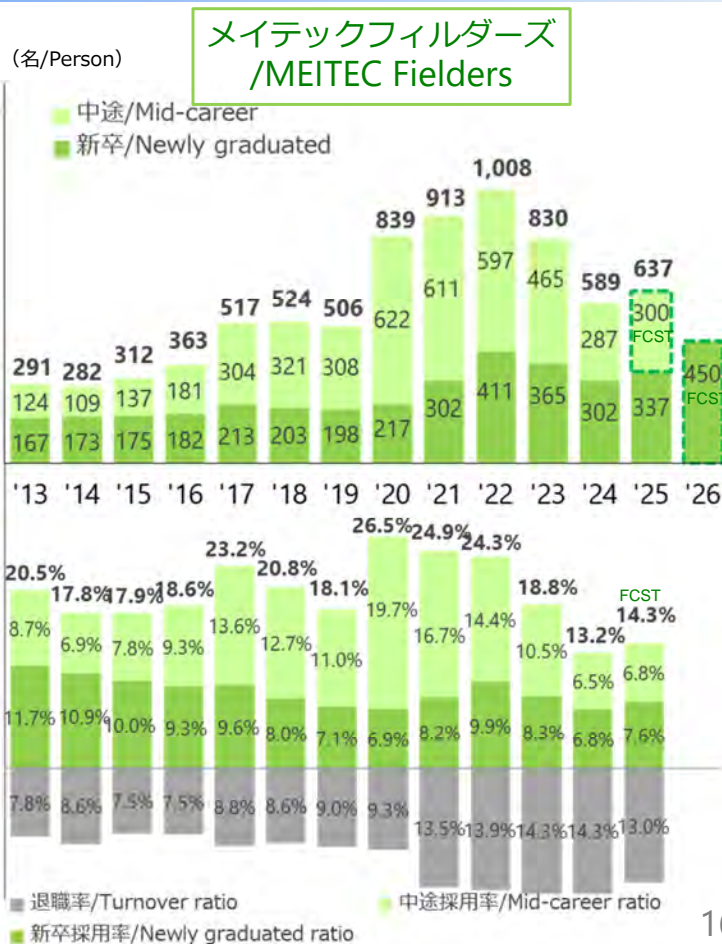
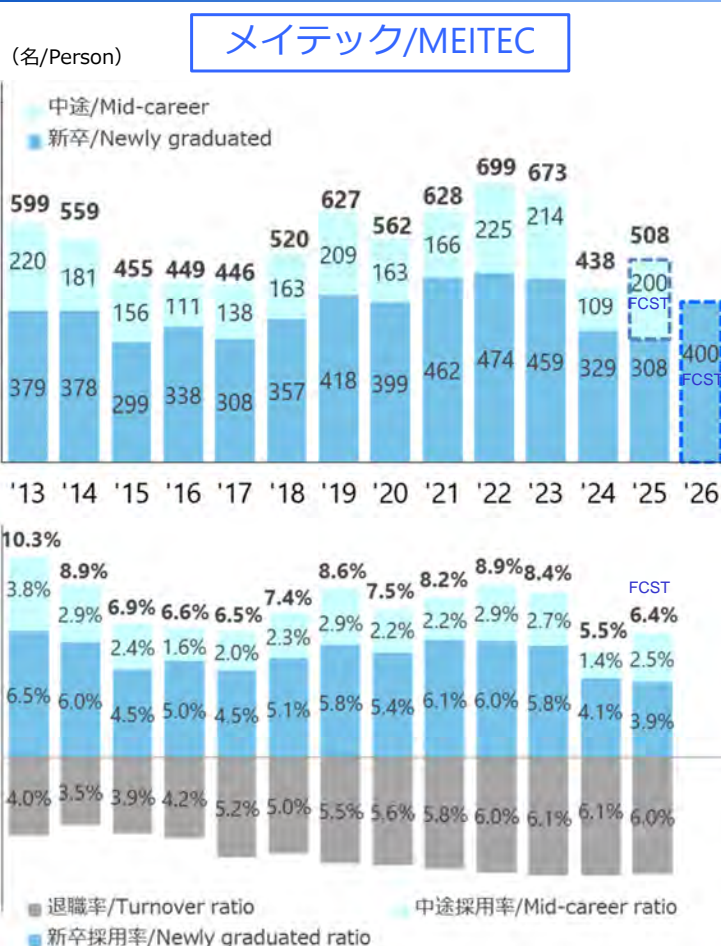


Status of Recruitment and Hiring Target

(Person)	Meitec			Meitec Fielders			2 group companies		
	Total	New Graduates	Mid-career	Total	New Graduates	Mid-career	Total	New Graduates	Mid-career
FY2026		Target			Target			Target	
April 2026		400			450			850	
YoY		+92			+113			+205	
Target comparison									
FY2025	Target	Actual	Target	Target	Actual	Target	Target	Actual	Target
April 2025	508	308	200	637	337	300	1,145	645	500
YoY	+70	(21)	+91	+48	+35	+13	+118	+14	+104
Target comparison		(192)	—		(63)	—		(255)	—
FY2024	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
April 2024	438	329	109	589	302	287	1,027	631	396
YoY	(235)	(130)	(105)	(241)	(63)	(178)	(476)	(193)	(283)
Target comparison	(302)	(171)	(131)	(341)	(148)	(193)	(823)	(319)	(324)

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Recruitment and Turnover



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Comments on Hiring [New Graduate Hiring]

April 2025 New Graduate Hiring Results :Meitec

1. The number of new graduate hires was down 21 year on year, and 192 lower than target
2. Maintained adhering to hiring standards
3. Target students began job hunting earlier than expected
4. Other companies extended their recruitment periods, leading to an increase in the number of students declining job offers

April 2026 New Graduate Hiring Targets :Meitec

1. Target 400 new hires, up 92 year on year
2. Continue to adhere to hiring standards
3. Start activities in sync with the earlier start of student job hunting ⇒ noticeable sense that activities have started earlier than last year
4. Increase numbers through differentiation and concentration, and quickly implement measures to limit job refusals

April 2025 New Graduate Hiring Results :Meitec Fielders

1. The number of new graduate hires was up 35 year on year, and 63 lower than target
2. Maintained adhering to hiring standards
3. Many other companies lowered their hiring standards in prioritizing moves to secure headcounts
4. Even with recruitment activities beginning earlier and lasting longer, we persevered and exceeded previous fiscal year results

April 2026 New Graduate Hiring Targets :Meitec Fielders

1. Target 450 new hires, up 113 year on year
2. Continue to adhere to hiring standards
3. Target students are starting their job hunting activities earlier → Synchronize and bring forward the start of recruitment activities
4. Further improve the quality and quantity of relationships

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Comments on Hiring [Mid-career Hiring]

Mid-career Hiring Results: Meitec

1. The number of mid-career hires was down 105 year on year, and 131 lower than target
2. Faced intense competition due to other companies lowering their hiring standards and raising compensation terms and benefits
3. Pass rates declined across the board, from document screening to interview evaluations

Mid-career Hiring Targets: Meitec

1. Target 200 mid-career hires, up 91 year on year
2. Continue to adhere to hiring standards
3. Some competitors have begun to take cautious steps, such as returning to stricter hiring standards that had been relaxed
4. Persistently promote the significance of working as a lifetime professional engineer

Mid-career Hiring Results: Meitec Fielders

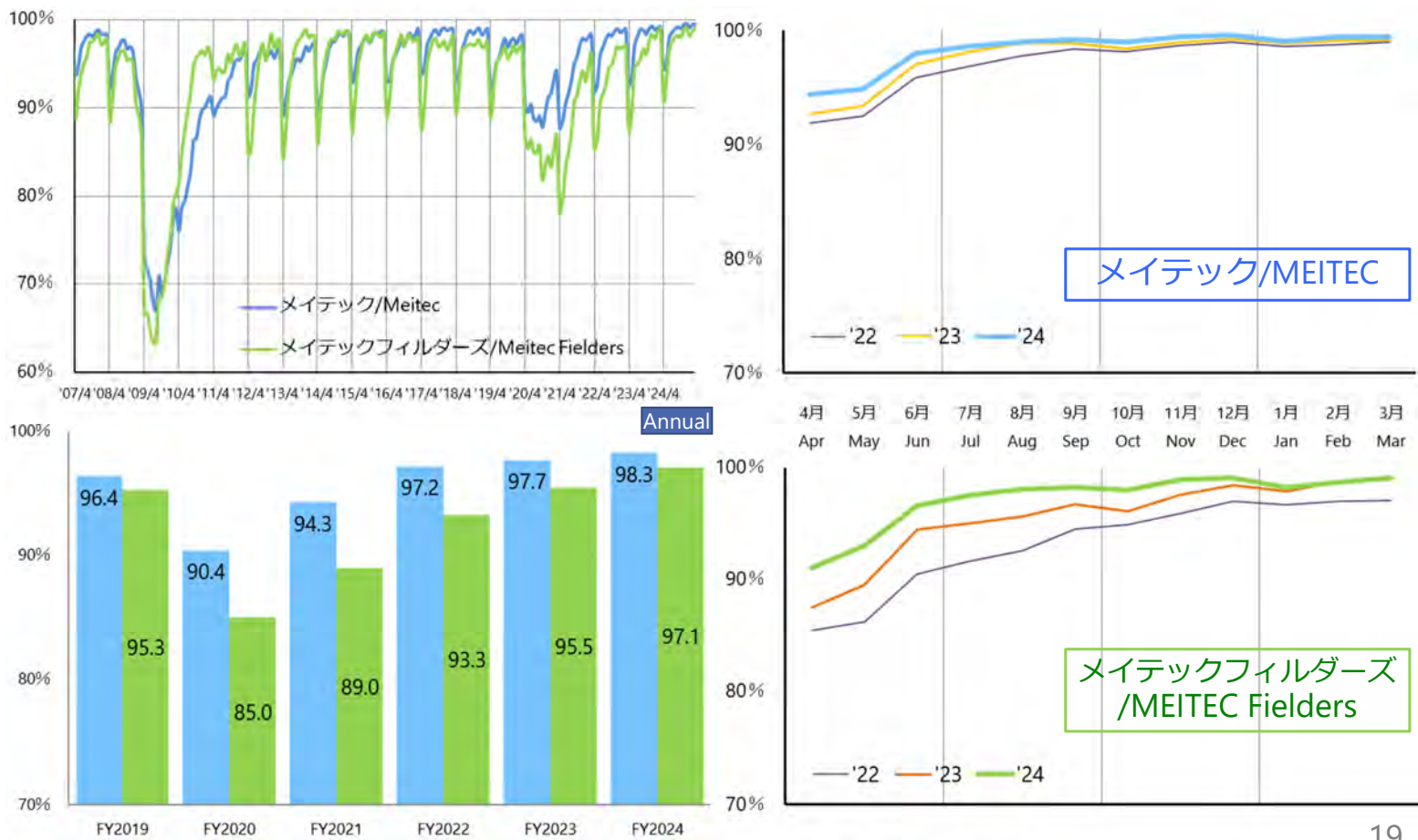
1. The number of mid-career hires was down 178 year on year, and 193 lower than target
2. Other companies prioritized moves to secure headcounts, greatly expanded the scope of candidates to include those with no experience, and lowered hiring standards, resulting in stiff competition
3. Lack of agility was a point for reflection

Mid-career Hiring Targets: Meitec Fielders

1. Target 300 mid-career hires, up 13 year on year
2. Continue to adhere to hiring standards
3. The mid-range zone continues to experience a turbulent market environment
4. Based on our reflections, we will implement measures flexibly and with agility

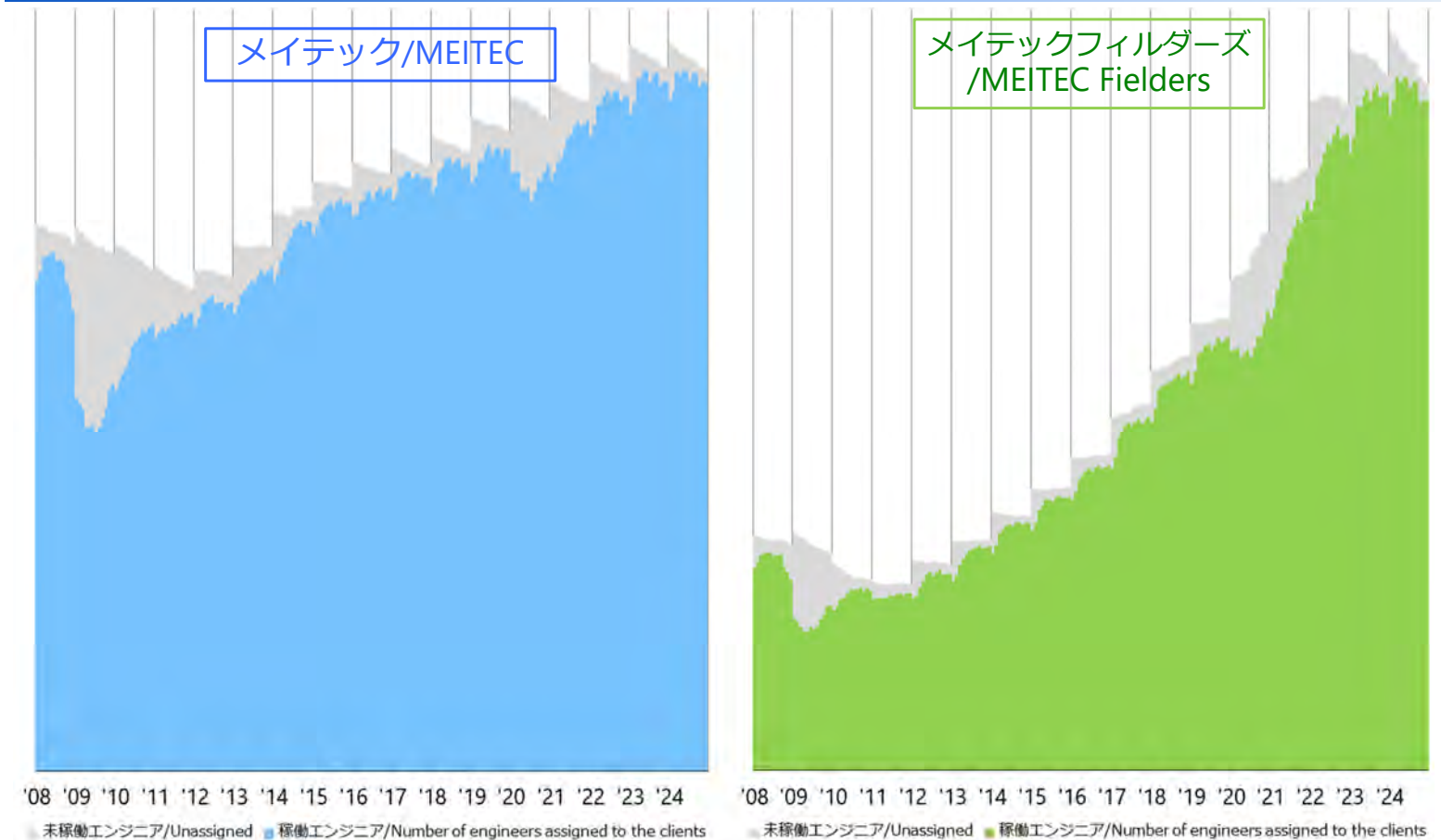
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Utilization Ratio



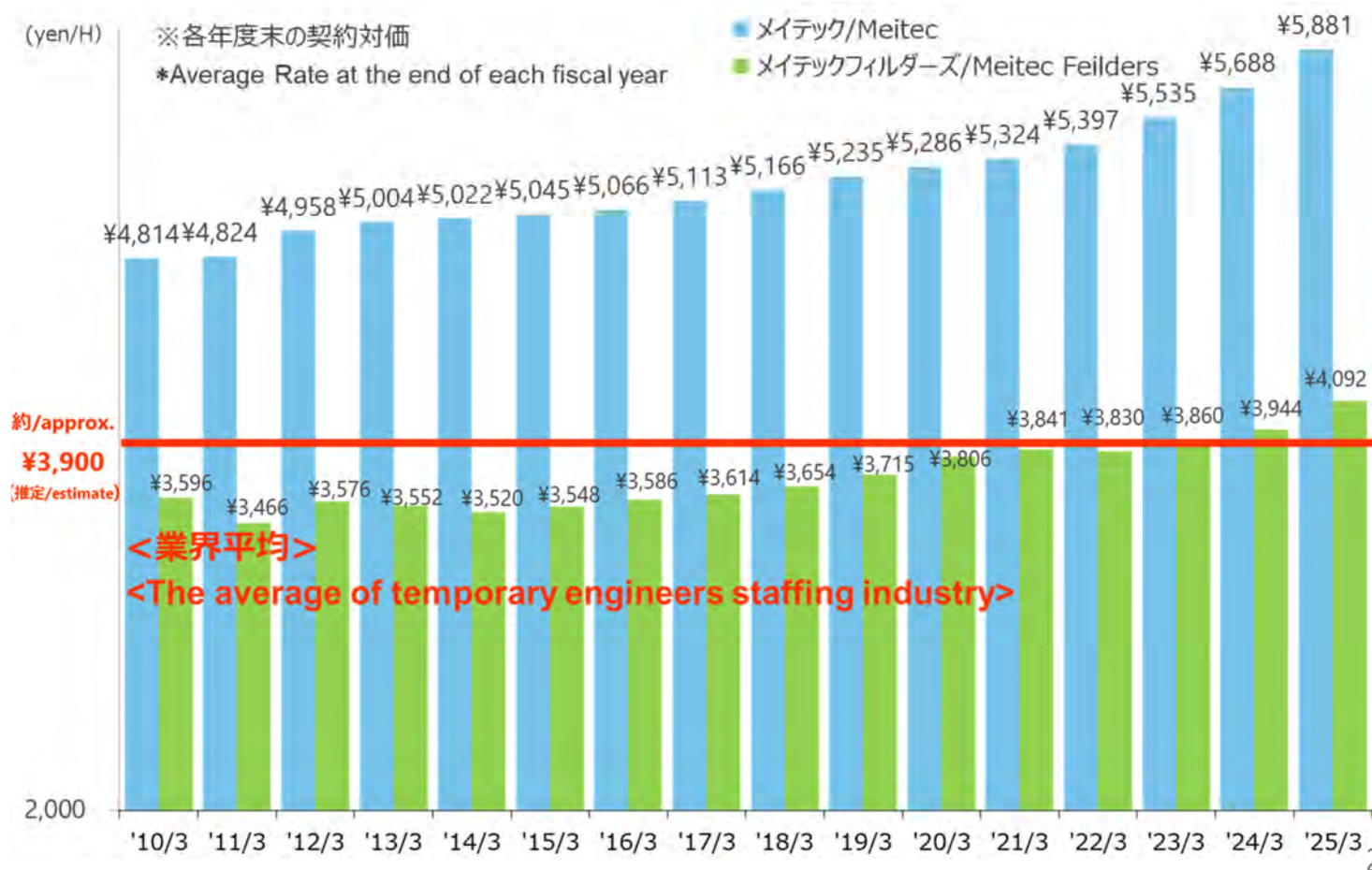
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Number of Engineers Assigned to the Clients (Key factor of Sales)



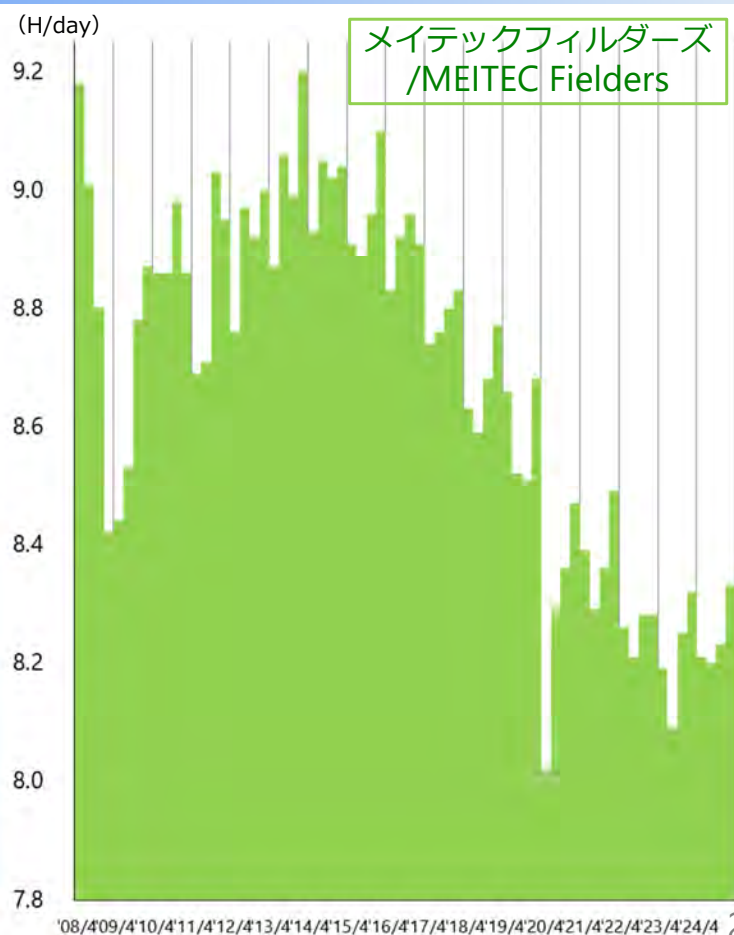
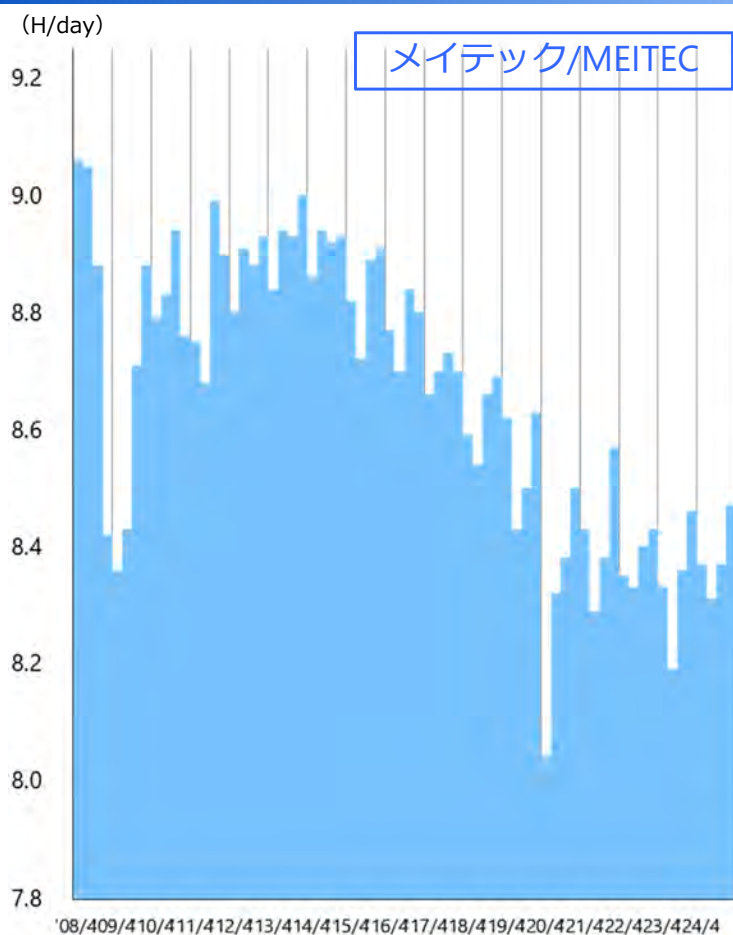
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Trend in Average Rate = (Market Value)



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Working Hours



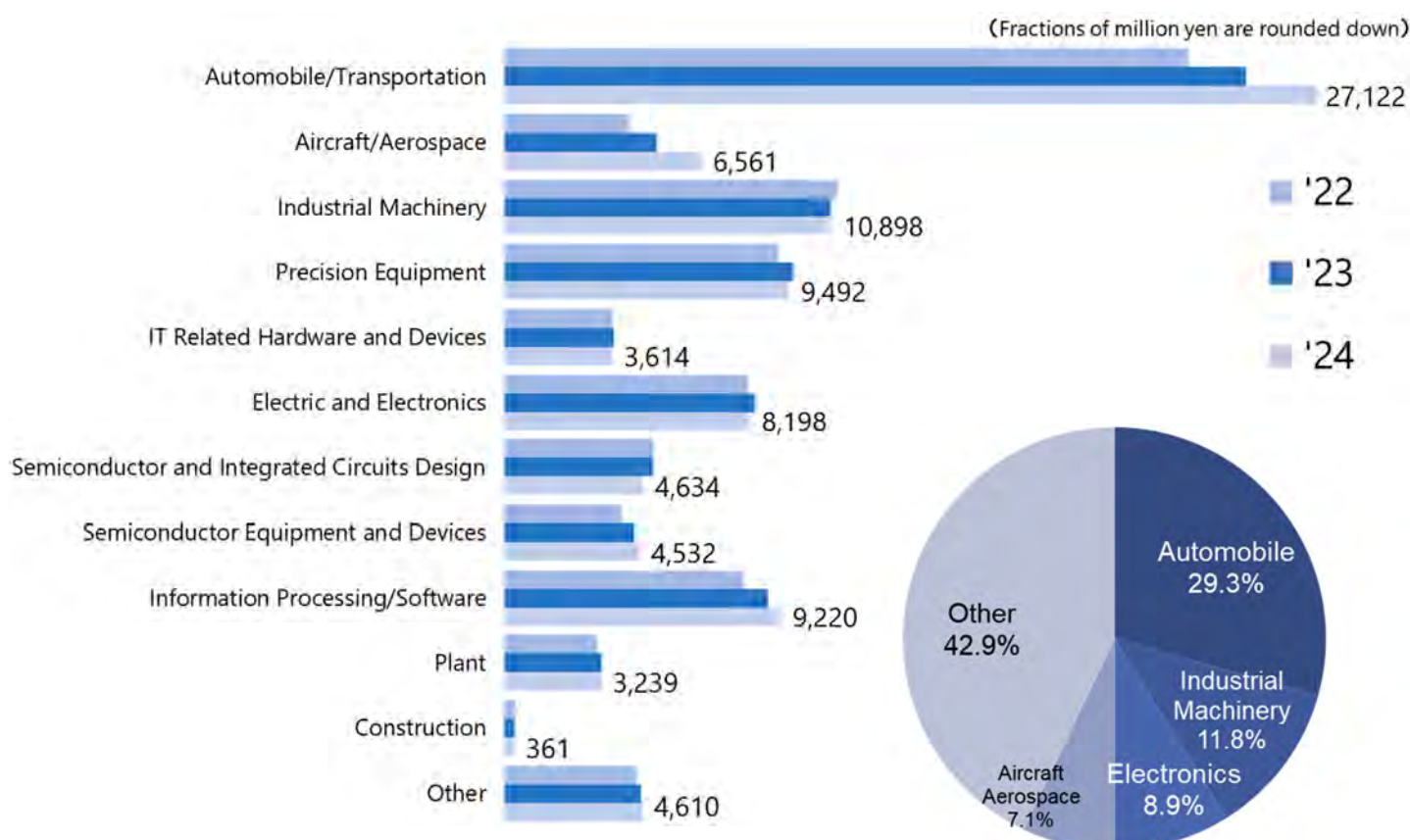
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Top 10 Clients by Sales (MEITEC)

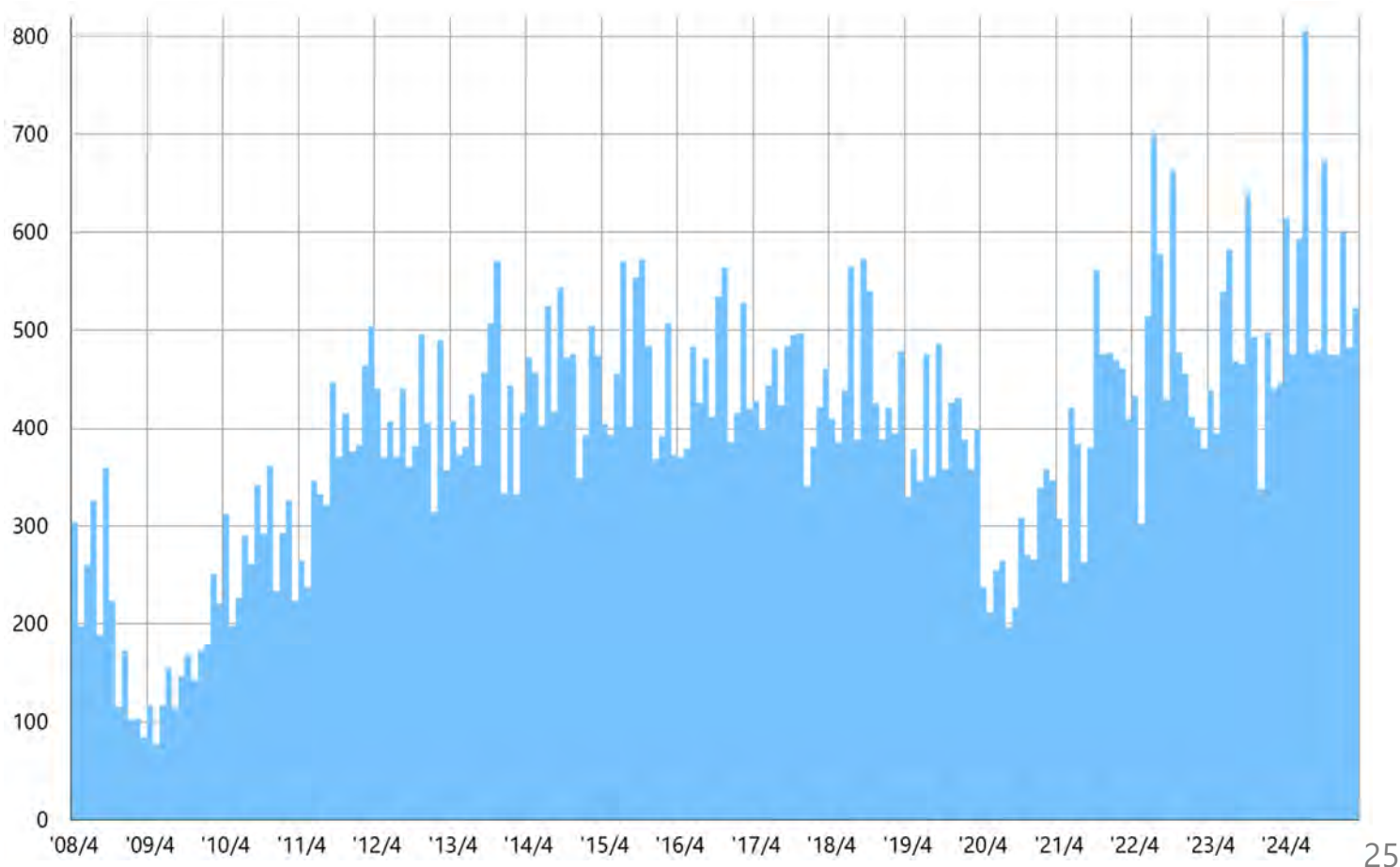
5 Years ago			Previous year			(Fractions of one million yen are rounded down)		
FY2019			FY2023			FY2024		
1	Mitsubishi Heavy Industries		1	Denso		1	Denso	
2	Denso		2	Sony Semiconductor Solutions		2	Mitsubishi Heavy Industries	
3	Sony Semiconductor Solutions		3	Mitsubishi Heavy Industries		3	Sony Semiconductor Solutions	
4	Panasonic		4	Nikon		4	Nikon	
5	Toyota Motor		5	Hitachi High-Tech		5	Hitachi High-Tech	
6	Nikon		6	Denso Ten		6	Honda Motor	
7	Denso Ten		7	Subaru		7	Denso Ten	
8	Canon		8	Honda Motor		8	Subaru	
9	Nippon Steel		9	Panasonic		9	Yamaha Motor	
10	Subaru		10	Yamaha Motor		10	Toyota Motor	
Top 10 Total	17,720	23.5%	Top 10 Total	21,495	24.2%	Top 10 Total	24,023	26.0%
Top 20 Total	26,048	34.6%	Top 20 Total	31,396	35.4%	Top 20 Total	33,843	36.6%
Others	49,249	65.4%	Others	57,256	64.6%	Others	58,642	63.4%
Total	75,297	100.0%	Total	88,653	100.0%	Total	92,486	100.0%

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Sales by the Industrial Segments (MEITEC)



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2. Summary of Forecasts for the Fiscal Year Ending March 31, 2026

Disclaimer regarding Forecasts for the Fiscal Year Ending March 31, 2026

The current economic outlook is extremely uncertain, making it difficult to formulate accurate forecasts. Please be advised that the accuracy of the forecast less than last year.

1. Net sales are expected to increase, but the rate of increase will decline due to the number of engineers remaining largely unchanged
2. High utilization ratios are expected due to the early assignment of new employees
3. MEITEC Fielders is expected to post a decrease in profit for the current fiscal year as the effect of a decrease in tax burden disappears

We are announcing our earnings forecasts based on the assumption that the current order environment will continue to a certain extent.

However, due to the high degree of uncertainty in the current economic outlook, we would like to inform you that the accuracy of our earnings forecasts has declined compared to previous forecasts. Although it is difficult to precisely predict the impact, it will be reflected in the monthly utilization ratios that we continue to disclose. Therefore, we will revise the earnings forecasts we have announced as necessary and at the appropriate time based on actual utilization ratios.

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Forecast for the Fiscal Year Ending March 31, 2026 (Group Consolidated)

(Fractions of one million yen are rounded down)	Annual forecast	YoY		1st half forecast	YoY		2nd Half forecast
		Amount	% Change		Amount	% Change	
Net sales	137,300	+4,231	+ 3.2%	68,500	+2,662	+ 4.0%	68,800
Cost of sales	100,200	+3,064	+ 3.2%	50,100	+1,889	+ 3.9%	50,100
SG&A Expenses	17,400	+297	+ 1.7%	8,800	+193	+ 2.2%	8,600
Operating profit	19,700	+869	+ 4.6%	9,600	+579	+ 6.4%	10,100
Operating profit margins	14.3%	+0.1%		14.2%	+0.5%		14.7%
Ordinary profit	19,600	+688	+ 3.6%	9,600	+551	+ 6.1%	10,000
Profit attributable to owners of parent	13,400	+659	+ 5.2%	6,600	+1,061	+19.2%	6,800
Earnings per Share	173.56	+8.55		85.48	+13.75		

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Forecast for the Fiscal Year Ending March 31, 2026 (MEITEC)

(Fractions of one million yen are rounded down)	Annual forecast	YoY Amount	% Change	1st half forecast	YoY Amount	% Change	2nd Half forecast
Net sales	95,200	+ 2,713	+ 2.9%	47,500	+ 1,762	+ 3.9%	47,700
Cost of sales	67,900	+ 1,642	+ 2.5%	34,000	+ 1,139	+ 3.5%	33,900
Cost of sales to Net sales	71.3%	(0.3%)		71.3%	(0.5%)		71.1%
SG&A Expenses	12,100	+ 470	+ 4.0%	6,100	+ 246	+ 4.2%	6,000
Operating profit	15,200	+ 600	+ 4.1%	7,400	+ 376	+ 5.4%	7,800
Operating profit margins	16.0%	+ 0.2%		15.8%	+ 0.4%		16.4%
Ordinary profit	15,200	+ 585	+ 4.0%	7,500	+ 469	+ 6.7%	7,700
Profit	10,400	+ 146	+ 1.4%	5,100	+ 273	+ 5.7%	5,300
Utilization ratio (Company-wide)	98.2%	▲ 0.1%		97.4%	+ 0.1%		99.0%
Working Hours 〈h/day〉	8.38	—		8.34	—		8.42
Number of Recruitment	508	+ 70		Target of the New Graduates to be hired for April next year 400		To Apr. of the previous year + 92	
Newly graduated	308	(21)					
Mid-career	200	+ 91					
Turnover Ratio	6.0%	(0.1%)		400		+ 92	

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Forecast for the Fiscal Year Ending March 31, 2026 (MEITEC Fielders)

(Fractions of one million yen are rounded down)	Annual forecast	YoY Amount	% Change	1st half forecast	YoY Amount	% Change	Forecast 2nd Half
Net sales	36,700	+ 1,155	+ 3.3%	18,300	+ 610	+ 3.5%	18,400
Cost of sales	28,800	+ 871	+ 3.1%	14,500	+ 589	+ 4.2%	14,300
Cost of sales to Net sales	78.5%	(0.1%)		78.6%	—		77.7%
SG&A Expenses	4,200	+ 102	+ 2.5%	2,000	(49)	(2.4%)	2,200
Operating profit	3,700	+ 181	+ 5.2%	1,800	+ 70	+ 4.1%	1,900
Operating profit margins	10.1%	+ 0.2%		10.0%	+ 0.2%		10.3%
Ordinary profit	3,700	+ 178	+ 5.1%	1,800	+ 69	+ 4.0%	1,900
Profit	2,500	(129)	(4.9%)	1,200	+ 9	+ 0.8%	1,300
Utilization ratio (Company-wide)	97.1%	—		95.8%	+ 0.1%		98.5%
Working Hours 〈h/day〉	8.24	—		8.21	—		8.27
Number of Recruitment	637	+ 48		Target of the New Graduates to be hired for April next year 450		To Apr. of the previous year + 113	
Newly graduated	337	+ 35					
Mid-career	300	+ 13					
Turnover Ratio	13.0%	(1.3%)		450		+ 113	

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Conditions for implementing profit distribution

1. Enhancement of “quality and quantity” of shareholders’ equity
2. Balance of funds exceeds 3 months worth of monthly sales forecast

Policy

1. Total payout ratio of 100% or less in principle
2. Minimum dividend payout equal to dividend on equity ratio of 5%
3. Dividends form the basis of the distribution method
4. When PBR falls below 3, treasury shares acquisition will be considered
5. Maximum treasury shares will be 5% of total shares issued

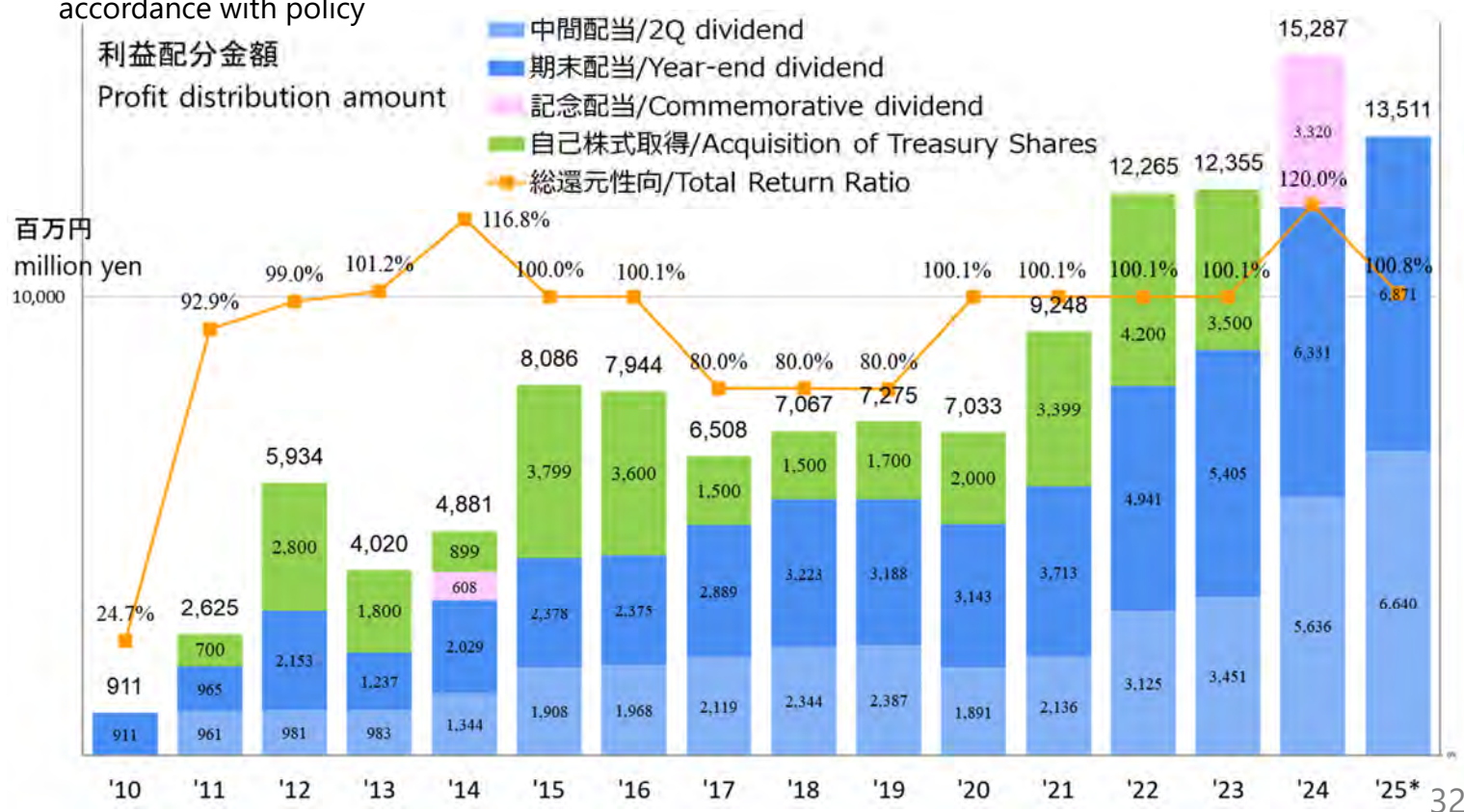
Supplementary explanation on holding treasury shares

Treasury shares will be held to enable flexible financial policies to hedge risks accompanying implementation and growth of future growth strategies to achieved targets of the Management Plan

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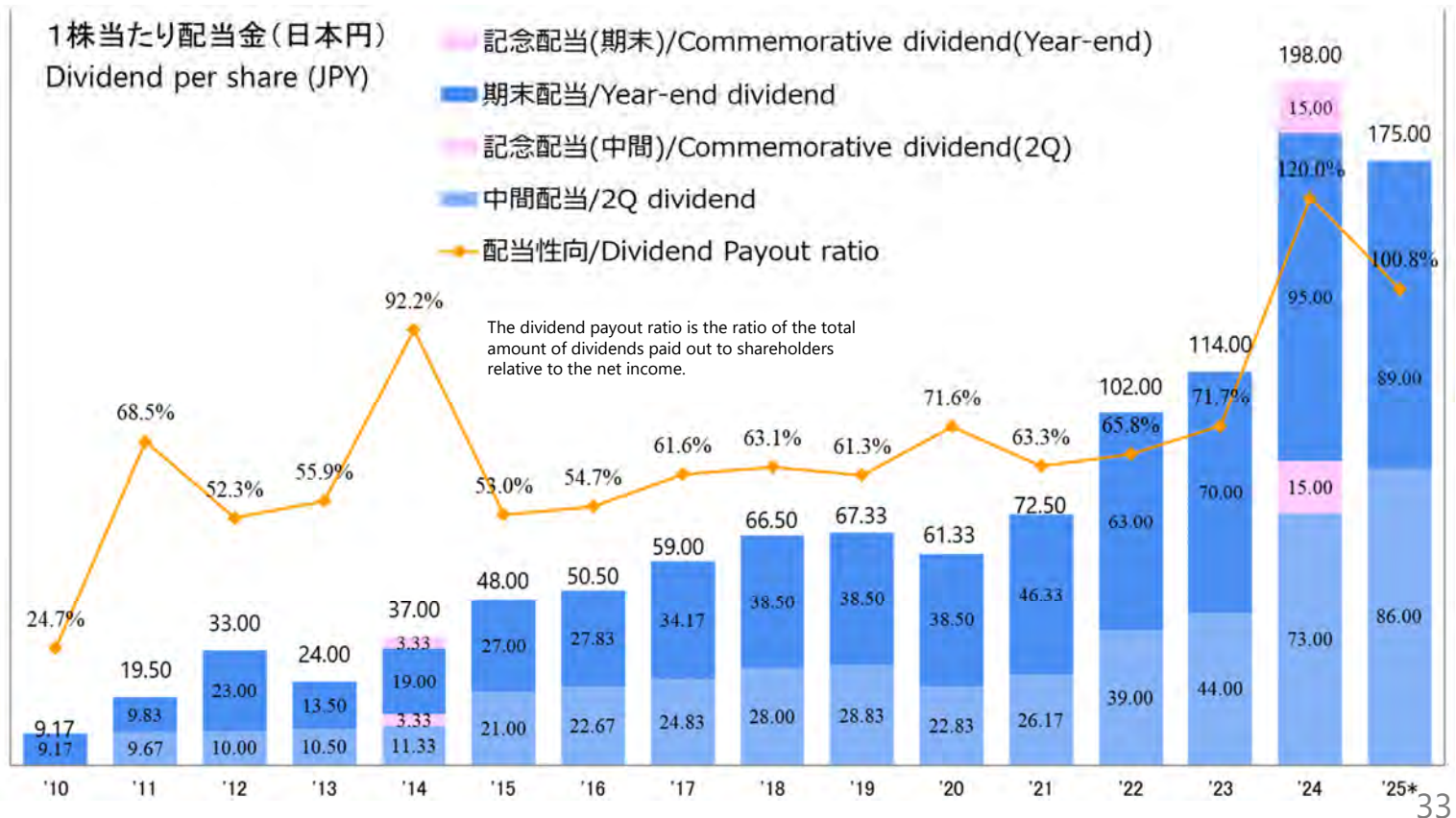
Results and Forecast of Profit Distribution

- ✓ Actual result: 100% profit distribution ratio + commemorative dividend = 120%
- ✓ Forecast: Total earnings will be distributed as dividends based on a 100% of total payout ratio in accordance with policy



Results and Forecast of Dividend

- ✓ Actual result including the commemorative dividend is a dividend payout ratio of 120%
- ✓ The forecast is calculated based on a 100% dividend payout ratio in accordance with policy



Regarding Profit Distribution

2H of FY2024: Main feedback from investors

- ◆ The downward revision of the dividend forecast is very disappointing and leaves a bad impression. What is the point of doing this so mechanically? (Many comments immediately after the announcement of 2Q results)
 - ✓ Payments of the employee compensation and benefits system for Group companies is linked to operating profit margins.
 - ✓ We will continue to faithfully fulfill our commitments to all stakeholders.
- ◆ A minimum dividend DOE ratio of 5% is meaningless, and the level should be reviewed. On the other hand, if it is too high, it will have a negative impact on growth investment.
 - ✓ The economic outlook is highly uncertain.
 - ✓ Please understand that we have no intention to adopt a policy of paying no dividends.

3. Progress on Mid-term Management Plan[2023-2025]

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Progress on Mid-term Management Plan[2023-2025] 1)

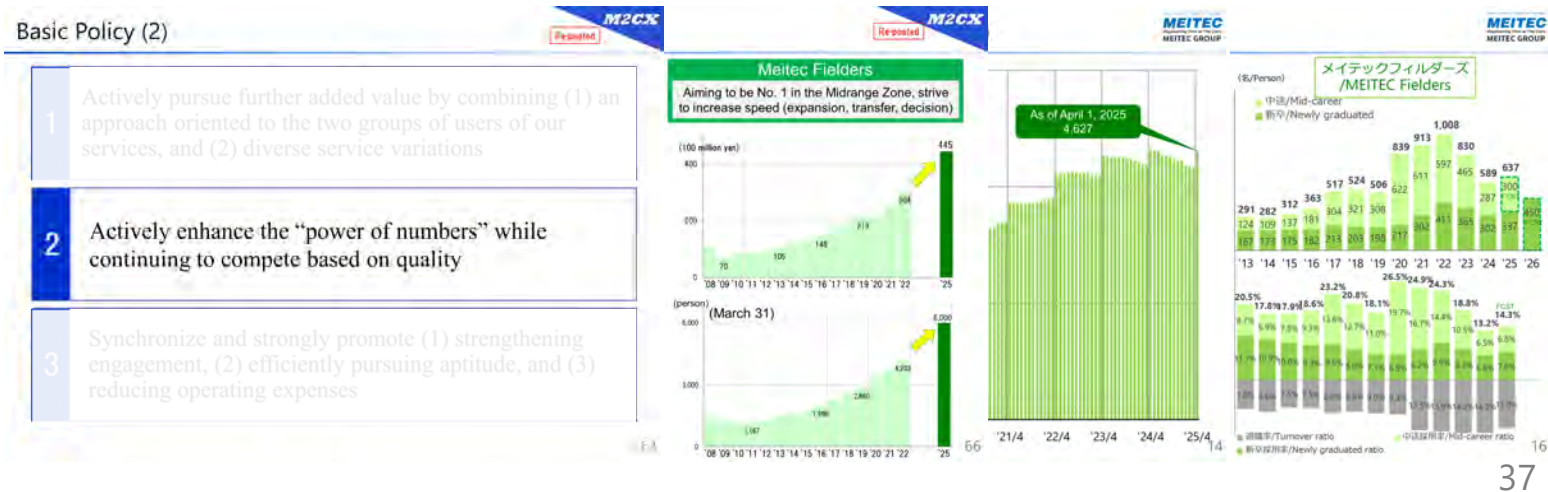
Billion Yen	Group Consolidated			MEITEC			Meitec Fielders			Recruting&Placement Business for Engineers		
	FY2025		progress	FY2025		progress	FY2025		progress	FY2025		progress
	Mid-Term Plan	3rd year forecast		Mid-Term Plan	3rd year forecast		Mid-Term Plan	3rd year forecast		Mid-Term Plan	3rd year forecast	
Net Sales	145.0	137.3	95%	95.0	95.2	100%	44.5	36.7	82%	1.8	1.5	83%
Operating Profit	19.0	19.7	104%	14.3	15.2	106%	4.5	3.7	81%	0.6	0.5	83%
Margin	13%	14%		15%	16%		10%	10%		33%	34%	
Profit	13.0	13.4	103%									
ROE	30%	28%										

FY2024 achieved record sales and profits.
 Under the assumption that a normal environment continues, FY2025 is also expected to achieve record sales and profits, with profit levels reaching the targets set in our Mid-term Management Plan.
 However, net sales are expected to fall short of the target. This is due to the slow progress of MEITEC Fielders.

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2H of FY2024: Main feedback from investors

- Since we have high utilization ratios, we should lower our hiring standards like other companies
- We should increase hiring costs to secure the necessary number of employees
 - ✓ Quality must be the top priority in QCD (Quality, Cost, Delivery)



2H of FY2024: Main feedback from investors

- In Europe and the US, it is said that AI will evolve in the near future to the point where it will be capable of technological development on par with humans
 - ✓ Technological evolution has already eliminated many jobs
 - ✓ Active, continuing growth, continuing change, creativity, originality, creativity...

We must strive to improve the quality of our engineering team while maintaining its high standards

4. Reference Materials

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Forecast for the Fiscal Year Ending March 31, 2026

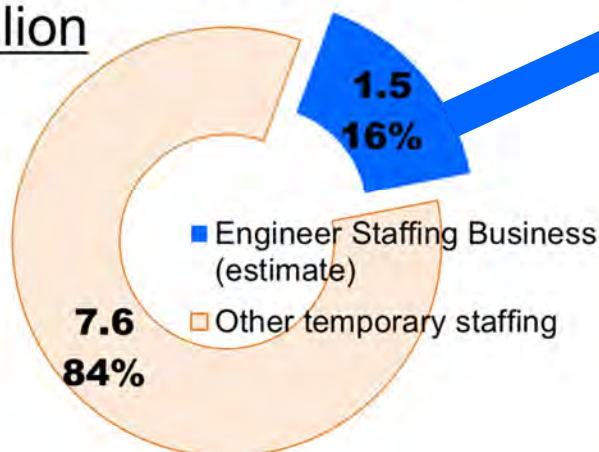
(Millions of yen)	Engineering Solutions Business			Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec Next
Net sales	95,200	36,700	4,070	1,490
YoY Amount	+2,713	+1,155	+288	+24
% Change	+2.9%	+3.3%	+7.6%	+1.7%
Operating profit	15,200	3,700	270	500
YoY Amount	+600	+181	+31	(68)
% Change	+4.1%	+5.2%	+13.1%	(12.0%)
Margin	16.0%	10.1%	6.6%	33.6%
% Change	+0.2%	+0.2%	+0.3%	(5.2%)
Ordinary profit	15,200	3,700	270	500
Profit	10,400	2,500	180	320

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Market of Engineer Staffing Business (estimate)

Annual sales of the Temporary Staffing Market (FY2023)

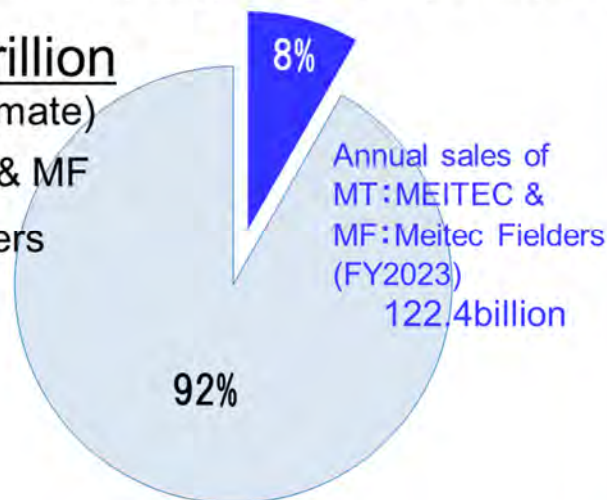
9.1trillion



Engineer Staffing Business (estimate)

1.5trillion
(estimate)

- MT & MF
- Others



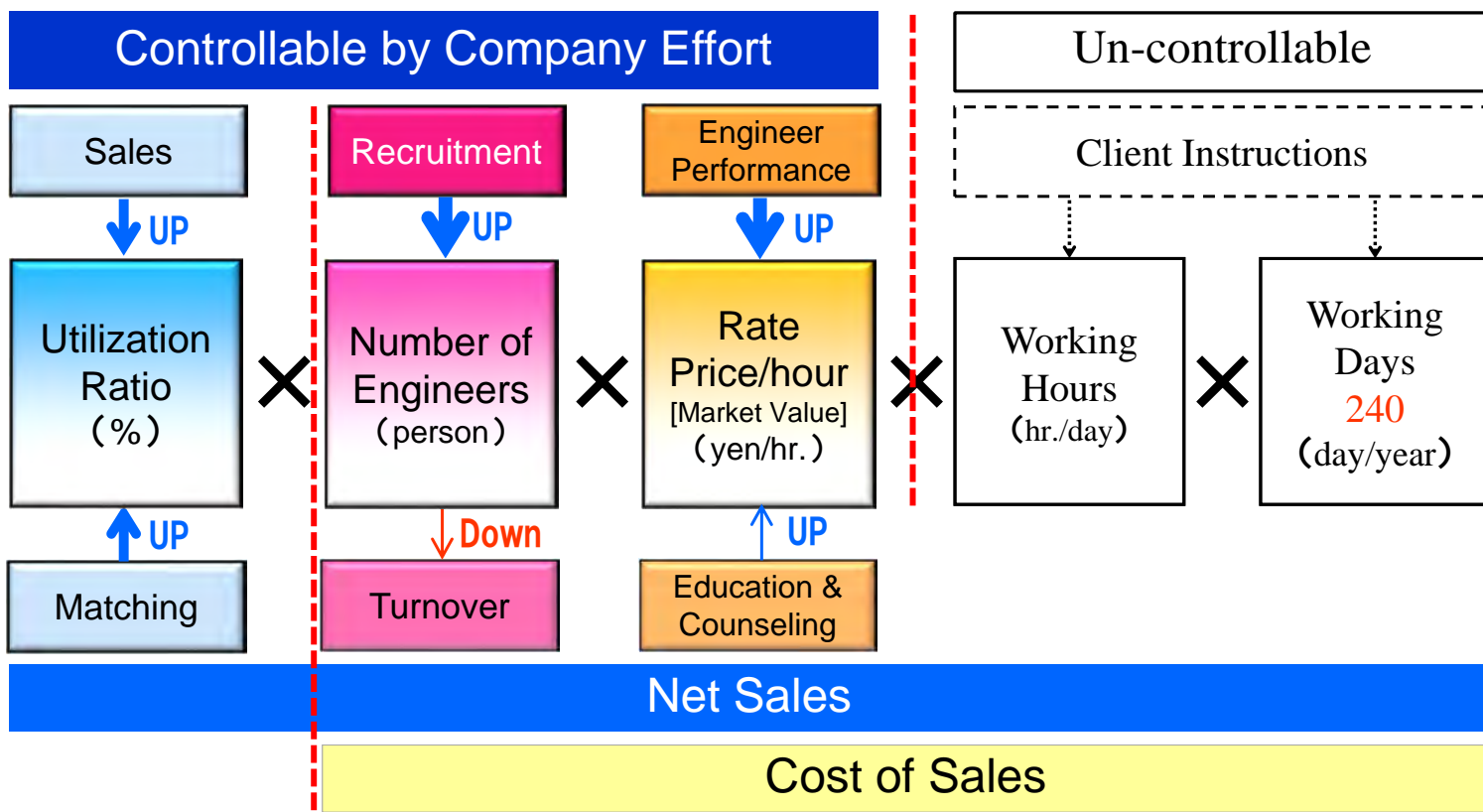
March-2025		Engineer Staffing (estimate)
Meitec	Meitec Fielders	
¥5,881	¥4,092	approx.¥3,900

Source: MHLW statistics . We calculated the estimate originally. * We assume no responsibility for our estimation.

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Sales and Cost

- ✓ Increasing the number of engineers and sustaining and improving the high "utilization ratio and prices" are the key to a growth.

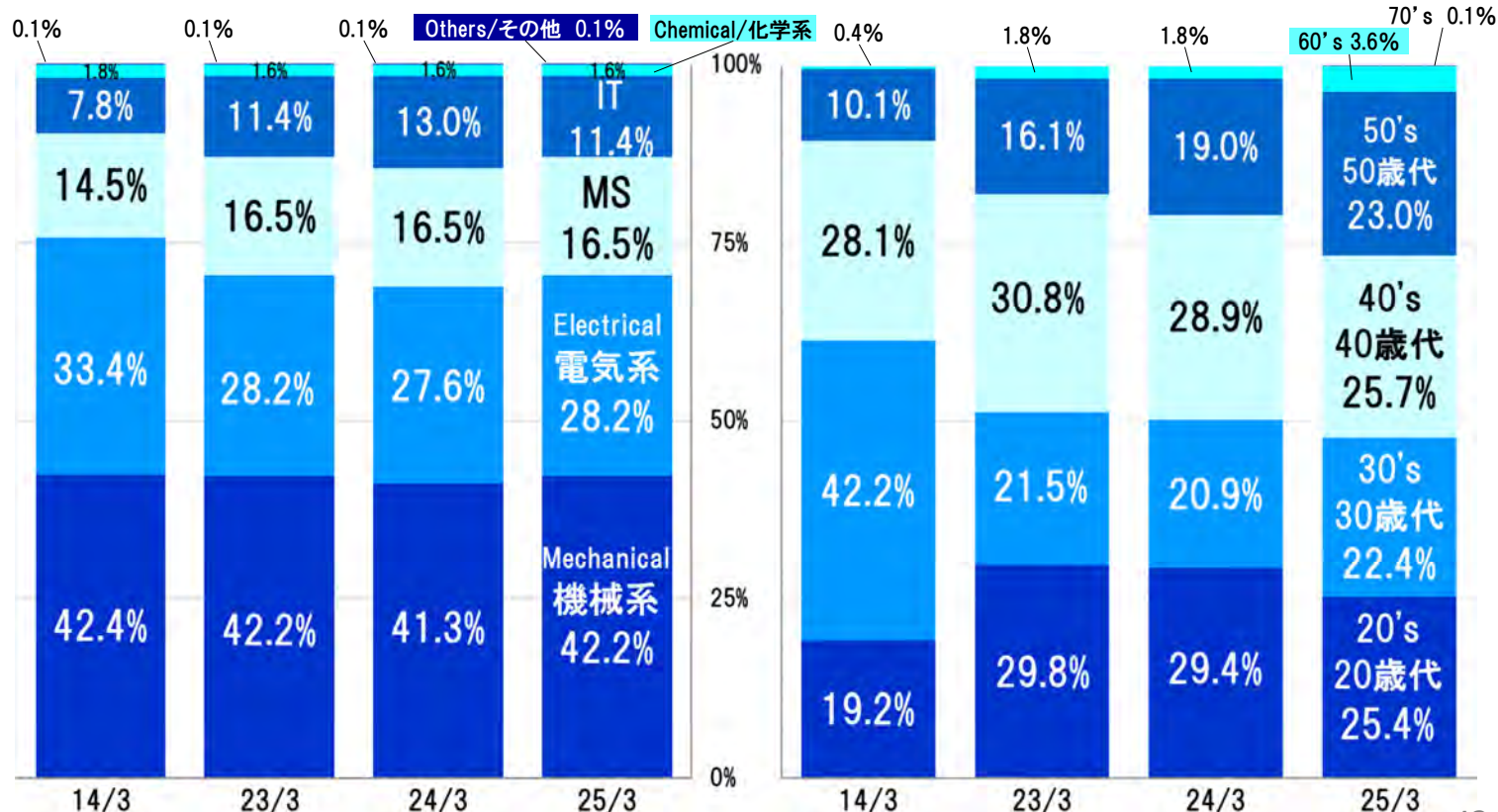


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Distribution of Engineers by Technical Fields and Age (MEITEC)

技術分野/Technical field

年齢/According to age



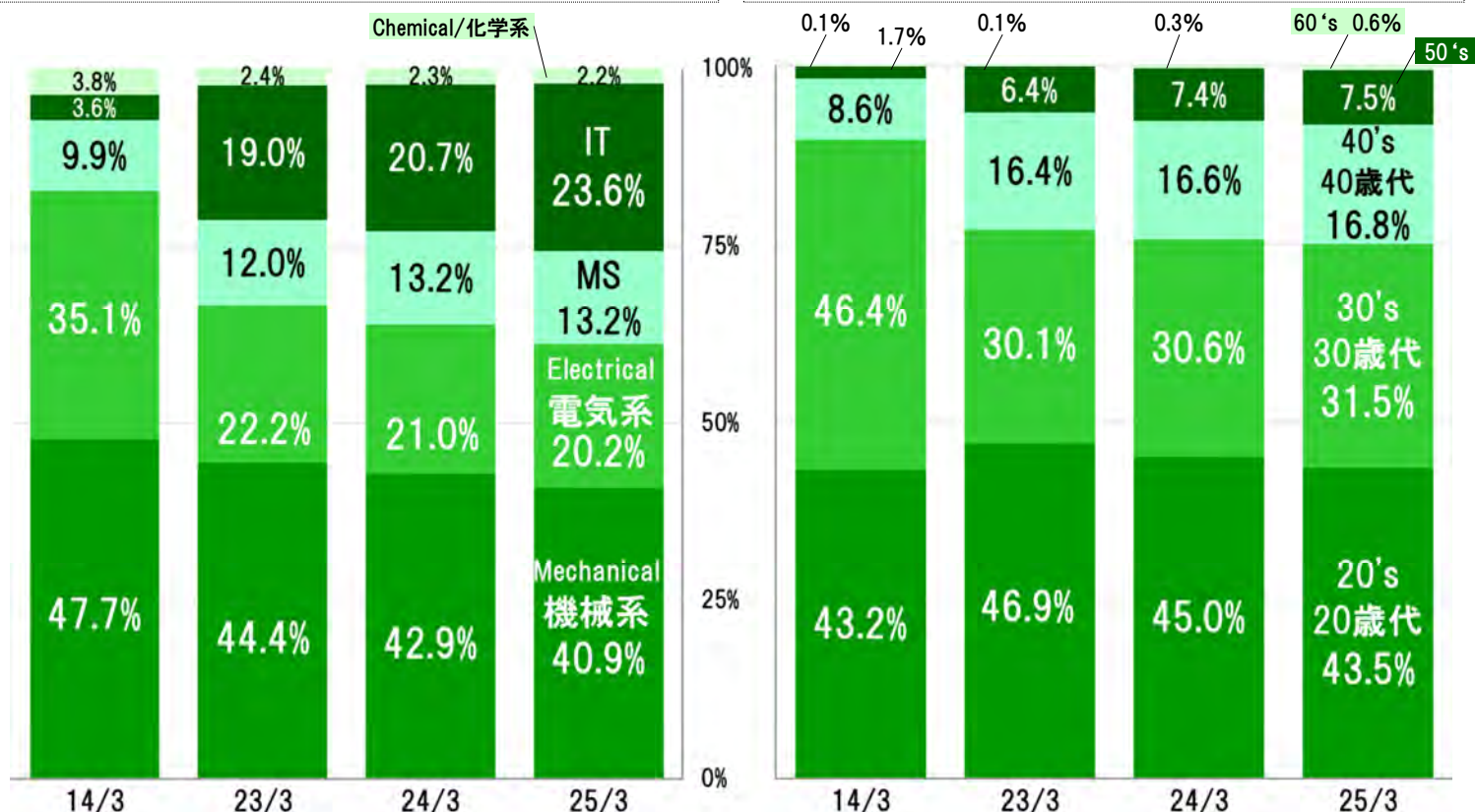
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MS: Micro Computer System

Distribution of Engineers by Technical Fields and Age (MEITEC Fielders)

技術分野/Technical field

年齢/According to age



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MS: Micro Computer System

Sales by the Industrial Segments (MEITEC)

(Fractions of one million yen are rounded down)

Meitec	FY2020	FY2021	FY2022	FY2023	FY2024			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	20,239	21,161	22,769	24,700	27,122	29.3%	+2,422	+ 9.8%
Aircraft/Aerospace	4,084	3,936	4,198	5,094	6,561	7.1%	+1,467	+ 28.8%
Industrial Machinery	9,373	10,154	11,101	10,886	10,898	11.8%	+11	+ 0.1%
Precision Equipment	7,516	8,339	9,139	9,633	9,492	10.3%	(141)	(1.5%)
IT Related Hardware and Devices	3,604	3,658	3,623	3,663	3,614	3.9%	(49)	(1.4%)
Electric and Electronics	7,119	7,437	8,156	8,376	8,198	8.9%	(177)	(2.1%)
Semiconductors and Integrated Circuits Design	4,107	4,636	4,990	4,976	4,634	5.0%	(342)	(6.9%)
Semiconductor Equipment and Devices	2,942	3,372	3,897	4,332	4,532	4.9%	+200	+ 4.6%
Information Processing/Software	5,871	6,964	7,996	8,810	9,220	10.0%	+410	+ 4.7%
Plant	2,664	2,878	3,107	3,264	3,239	3.5%	(24)	(0.8%)
Construction	290	357	374	345	361	0.4%	+15	+ 4.5%
Others	3,638	4,112	4,409	4,569	4,610	5.0%	+40	+0.9%
Total	71,452	77,010	83,765	88,653	92,486	100.0%	+3,832	+ 4.3%

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Sales by the Industrial Segments (MEITEC Fielders)

(Fractions of one million yen are rounded down)

Meitec Fielders	FY2020	FY2021	FY2022	FY2023	FY2024			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	6,117	6,996	7,849	8,829	9,687	27.3%	+858	+ 9.7%
Aircraft/Aerospace	397	420	393	562	928	2.6%	+365	+ 64.9%
Industrial Machinery	4,012	4,699	5,764	6,285	6,730	18.9%	+444	+ 7.1%
Precision Equipment	2,838	3,375	3,654	3,934	4,035	11.4%	+101	+ 2.6%
IT Related Hardware and Devices	644	629	685	805	793	2.2%	(11)	(1.5%)
Electric and Electronics	2,191	2,549	3,108	3,456	3,226	9.1%	(230)	(6.7%)
Semiconductors and Integrated Circuits Design	731	882	1,087	1,128	1,132	3.2%	+4	+ 0.4%
Semiconductor Equipment and Devices	1,163	1,476	1,826	1,804	1,661	4.7%	(143)	(7.9%)
Information Processing/Software	1,142	1,881	2,693	3,056	3,215	9.0%	+159	+ 5.2%
Plant	922	1,079	1,139	1,317	1,370	3.9%	+52	+ 4.0%
Construction	9	27	48	43	28	0.1%	(15)	(35.8%)
Others	1,136	1,795	2,220	2,437	2,735	7.7%	+297	+ 12.2%
Total	21,308	25,814	30,471	33,662	35,544	100.0%	+1,882	+ 5.6%

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Trend of Performances (Group Consolidated)

(Millions of Yen)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net sales	82,136	87,888	89,979	93,618	97,736	100,995	96,626	107,140	119,069	126,976	133,068
Cost of sales	60,481	64,661	66,417	69,250	71,701	73,823	72,203	78,917	86,360	92,741	97,135
Cost of sales to Net sales	73.6%	73.6%	73.8%	74.0%	73.4%	73.1%	74.7%	73.7%	72.5%	73.0%	73.0%
Gross profit	21,654	23,227	23,561	24,368	26,035	27,171	24,422	28,223	32,708	34,234	35,933
Selling, general and administrative expenses	12,114	12,352	12,418	12,910	13,399	14,245	14,188	15,405	16,245	16,573	17,102
SG&A expenses to Net sales	14.7%	14.1%	13.8%	13.8%	13.7%	14.1%	14.7%	14.4%	13.6%	13.1%	12.9%
Operating profit	9,540	10,874	11,142	11,458	12,635	12,926	10,234	12,817	16,462	17,660	18,830
Operating profit margins	11.6%	12.4%	12.4%	12.2%	12.9%	12.8%	10.6%	12.0%	13.8%	13.9%	14.2%
Non-operating income	113	29	20	19	15	55	81	144	89	44	94
Non-operating expenses	10	58	17	11	7	6	9	13	11	37	12
Ordinary profit	9,643	10,845	11,145	11,465	12,643	12,975	10,306	12,948	16,540	17,667	18,911
Ordinary profit margins	11.7%	12.3%	12.4%	12.2%	12.9%	12.8%	10.7%	12.1%	13.9%	13.9%	14.2%
Extraordinary income	20	1,084	31	337	26	—	—	—	—	0	0
Extraordinary loss	3,621	65	45	262	18	3	4	5	3	6	621
Profit before income taxes	6,041	11,865	11,131	11,541	12,651	12,971	10,301	12,942	16,537	17,660	18,290
Total income taxes and others	2,381	3,781	3,193	3,409	3,822	3,878	3,272	3,701	4,285	5,317	5,550
Profit attributable to owners of parent	3,659	8,083	7,937	8,132	8,829	9,093	7,028	9,240	12,252	12,343	12,740
Profit margins	4.5%	9.2%	8.8%	8.7%	9.0%	9.0%	7.3%	8.6%	10.3%	9.7%	9.6%

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Trend of Performances (MEITEC)

(Millions of Yen)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net sales	64,675	68,878	70,083	72,252	74,036	75,297	71,452	77,010	83,765	88,653	92,486
Cost of sales	47,857	50,884	52,013	53,861	54,620	55,138	53,438	56,503	60,117	63,769	66,257
Cost of sales to Net sales	74.0%	73.9%	74.2%	74.5%	73.8%	73.2%	74.8%	73.4%	71.8%	71.9%	71.6%
Gross profit	16,817	17,994	18,069	18,391	19,416	20,159	18,014	20,507	23,648	24,883	26,228
Selling, general and administrative expenses	8,891	8,932	8,856	9,048	9,258	9,776	9,414	9,960	10,436	11,035	11,629
SG&A expenses to Net sales	13.7%	13.0%	12.6%	12.5%	12.5%	13.0%	13.2%	12.9%	12.5%	12.4%	12.6%
Operating profit	7,925	9,061	9,213	9,342	10,157	10,382	8,600	10,546	13,212	13,848	14,599
Operating profit margins	12.3%	13.2%	13.1%	12.9%	13.7%	13.8%	12.0%	13.7%	15.8%	15.6%	15.8%
Non-operating income	523	517	601	769	769	913	956	592	913	1,238	23
Non-operating expenses	10	52	16	6	6	5	8	13	11	20	8
Ordinary interests in income	8,438	9,526	9,798	10,105	10,921	11,290	9,547	11,125	14,113	15,066	14,614
Ordinary profit margins	13.0%	13.8%	14.0%	14.0%	14.8%	15.0%	13.4%	14.4%	16.8%	17.0%	15.8%
Extraordinary income	324	1,088	200	364	16	—	—	—	—	0	—
Extraordinary loss	3,673	50	222	261	52	2	4	5	3	6	1
Profit before income taxes	5,089	10,563	9,776	10,208	10,885	11,287	9,542	11,120	14,110	15,060	14,612
Total income taxes	1,749	3,171	2,702	2,747	3,117	3,174	2,719	3,068	3,391	4,391	4,359
Profit	3,340	7,391	7,073	7,461	7,768	8,112	6,823	8,051	10,719	10,668	10,253
Profit margins	5.2%	10.7%	10.1%	10.3%	10.5%	10.8%	9.5%	10.5%	12.8%	12.0%	11.1%

*Actual figures for fiscal year 2023 are on an actual basis reflecting the sum of results for Meitec under the former structure in the first half of the fiscal year prior to the transition to a holding company structure and the new Meitec since October 1, 2023.

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Trend of Performances (MEITEC Fielders)

(Millions of Yen)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net sales	11,911	13,327	14,865	16,981	19,336	21,383	21,308	25,814	30,471	33,662	35,544
Cost of sales	9,154	10,288	11,540	13,173	14,941	16,476	16,542	20,015	23,561	26,225	27,928
Cost of sales to Net sales	76.9%	77.2%	77.6%	77.6%	77.3%	77.1%	77.6%	77.5%	77.3%	77.9%	78.6%
Gross profit	2,757	3,039	3,325	3,808	4,394	4,906	4,765	5,798	6,910	7,436	7,616
Selling, general and administrative expenses	1,682	1,834	1,978	2,351	2,660	2,962	3,586	4,067	4,375	4,336	4,097
SG&A expenses to Net sales	14.1%	13.8%	13.3%	13.8%	13.8%	13.9%	16.8%	15.8%	14.4%	12.9%	11.5%
Operating profit	1,073	1,204	1,346	1,456	1,734	1,944	1,178	1,731	2,534	3,100	3,518
Operating profit margins	9.0%	9.0%	9.1%	8.6%	9.0%	9.1%	5.5%	6.7%	8.3%	9.2%	9.9%
Non-operating income	—	—	1	—	1	1	—	1	0	3	6
Non-operating expenses	—	—	1	4	—	—	2	—	0	5	2
Ordinary profit	1,074	1,205	1,346	1,452	1,735	1,945	1,177	1,732	2,535	3,097	3,522
Ordinary profit margins	9.0%	9.0%	9.1%	8.6%	9.0%	9.1%	5.5%	6.7%	8.3%	9.2%	9.9%
Extraordinary income	—	—	—	1	—	—	—	—	—	—	—
Extraordinary loss	5	7	—	—	—	—	—	—	0	—	—
Profit before income taxes	1,068	1,198	1,346	1,453	1,735	1,945	1,177	1,732	2,535	3,097	3,522
Total income taxes	420	412	301	422	444	484	370	395	621	776	892
Profit	648	786	1,045	1,031	1,291	1,461	805	1,337	1,913	2,321	2,629
Profit margins	5.4%	5.9%	7.0%	6.1%	6.7%	6.8%	3.8%	5.2%	6.3%	6.9%	7.4%

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Trend of Performances (MEITEC Next)

(Millions of Yen)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net sales	1,131	1,321	1,483	1,662	1,762	1,639	1,216	1,530	1,681	1,398	1,465
Cost of sales											
Cost of sales to Net sales											
Gross profit	1,131	1,321	1,483	1,662	1,762	1,639	1,216	1,530	1,681	1,398	1,465
Selling, general and administrative expenses	746	887	966	1,116	1,203	1,204	942	1,055	1,134	939	897
SG&A expenses to Net sales	66.0%	67.1%	65.1%	67.2%	68.2%	73.5%	77.5%	69.0%	67.5%	67.2%	61.2%
Operating profit	385	433	517	545	559	434	273	474	547	458	568
Operating profit margins	34.0%	32.8%	34.9%	32.8%	31.8%	26.5%	22.5%	31.0%	32.5%	32.8%	38.8%
Non-operating income	—	—	—	—	—	—	—	0	0	0	0
Non-operating expenses	—	—	—	—	—	1	—	0	—	—	—
Ordinary profit	385	433	517	545	559	432	274	474	547	458	568
Ordinary profit margins	34.0%	32.8%	34.9%	32.8%	31.7%	26.4%	22.5%	31.0%	32.5%	32.8%	38.8%
Extraordinary income	—	—	—	—	—	—	—	—	—	—	—
Extraordinary loss	—	—	—	—	—	—	—	—	—	0	—
Profit before income taxes	385	433	517	544	559	432	274	474	547	458	568
Total income taxes	141	145	182	193	198	152	96	169	190	158	198
Profit	243	288	334	350	361	279	177	305	356	299	370
Profit margins	21.5%	21.8%	22.6%	21.1%	20.5%	17.1%	14.6%	20.0%	21.2%	21.4%	25.3%

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Trend of Balance Sheets (Group Consolidated)

(Millions of Yen)		2015/3/31	2016/3/31	2017/3/31	2018/3/31	2019/3/31	2020/3/31	2021/3/31	2022/3/31	2023/3/31	2024/3/31	2025/3/31
	Cash and deposits	34,773	35,413	37,259	41,753	45,052	47,033	45,132	49,706	51,028	52,744	53,005
	Notes and accounts receivable - trade	12,858	13,823	13,400	13,816	13,884	14,696	14,600	16,098	17,354	18,215	18,106
	Total current assets	51,639	53,104	54,742	59,325	60,036	62,679	60,885	66,937	69,484	74,767	77,050
	Property, plant and equipment	7,207	5,721	5,552	5,399	5,402	5,332	5,122	5,002	4,785	4,656	4,250
	Total non-current assets	13,458	11,363	11,634	11,608	14,579	14,814	14,153	14,652	15,091	15,993	16,554
Total assets		65,098	64,468	66,377	70,934	74,615	77,493	75,038	81,590	84,576	90,761	93,605
	Total current liabilities	15,797	13,650	14,662	16,176	16,927	17,228	14,272	19,669	20,824	25,791	28,005
	Total non-current liabilities	11,735	13,212	13,860	14,617	15,317	15,937	16,294	16,633	17,032	17,273	16,823
	Total liabilities	27,532	26,862	28,523	30,794	32,244	33,166	30,566	36,302	37,856	43,064	44,828
	Shareholders' equity	39,619	39,973	39,970	42,078	44,173	45,950	45,898	46,457	47,671	48,122	48,508
	Other net assets	(2,054)	(2,367)	(2,116)	(1,939)	(1,802)	(1,623)	(1,426)	(1,169)	(951)	(425)	267
	Total net assets	37,565	37,605	37,854	40,139	42,371	44,327	44,472	45,287	46,719	47,696	48,776

Cash flows from operating activities	8,434	6,910	10,186	10,957	10,273	9,837	5,487	13,532	12,808	14,667	13,448
Cash flows from investing activities	(275)	1,487	(325)	(464)	(240)	(536)	(307)	(270)	(446)	(1,064)	(998)
Cash flows from financing activities	(3,495)	(7,752)	(8,011)	(5,999)	(6,734)	(7,319)	(7,080)	(8,688)	(11,040)	(11,886)	(12,189)
Net increase (decrease) in cash and cash equivalents	+4,668	+643	+1,845	+4,493	+3,298	+1,980	(1,900)	+4,574	+1,321	+1,716	+260

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Trend of Profit Distributions and Forecast

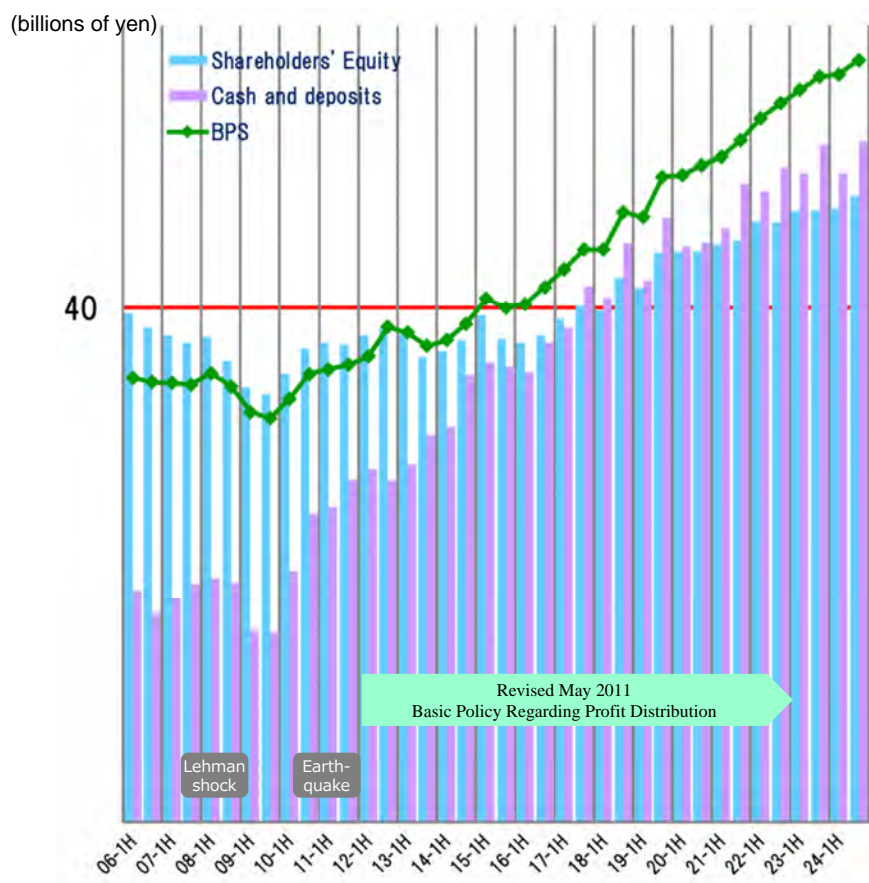
(Fractions of one million yen are rounded)		FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	Actual FY2024	Forecast FY2025
Total Return Ratio		99.0%	101.2%	116.8%	100.0%	100.1%	80.0%	80.0%	80.0%	100.1%	100.1%	100.1%	100.1%	120.0%	100.8%
*Dividend Payout ratio		52.3%	55.9%	92.2%	53.0%	54.7%	61.6%	63.1%	61.3%	71.6%	63.3%	65.8%	71.7%	120.0%	100.8%
Dividend on Equity		8.4%	6.0%	9.2%	11.4%	11.6%	12.9%	13.6%	12.9%	11.4%	13.1%	17.6%	18.8%	31.7%	
Annual Dividends	Per Share	@¥33.00	@¥24.00	@¥37.00	@¥48.00	@¥50.50	@¥59.00	@¥66.50	@¥67.33	@¥61.33	@¥72.50	@¥102.00	@¥114.00	@¥198.00	@¥175.00
	Millions of Yen	3,134	2,220	3,373	4,286	4,344	5,008	5,567	5,575	5,033	5,848	8,065	8,855	15,287	13,511
	2nd Quarter Per Share	@¥10.00	@¥10.50	@¥14.67	@¥21.00	@¥22.67	@¥24.83	@¥28.00	@¥28.83	@¥22.83	@¥26.17	@¥39.00	@¥44.00	@¥88.00	@¥86.00
	Millions of Yen	981	983	1,344	1,908	1,968	2,119	2,344	2,387	1,891	2,136	3,125	3,451	6,794	6,640
Year-end	Per Share	@¥23.00	@¥13.50	@¥22.33	@¥27.00	@¥27.83	@¥34.17	@¥38.50	@¥38.50	@¥38.50	@¥46.33	@¥63.00	@¥70.00	@¥110.00	@¥89.00
	Millions of Yen	2,153	1,237	2,029	2,378	2,375	2,889	3,223	3,188	3,143	3,713	4,941	5,405	8,493	6,871
Acquisition of Treasury Shares	Thousands of shares	1,506	641	269	921	915	257	280	303	390	500	1,704	1,400		
	Millions of Yen	2,800	1,800	899	3,799	3,600	1,500	1,500	1,700	2,000	3,399	4,200	3,500		
Total Shareholders Return		Millions of Yen	5,934	4,020	4,273	8,086	7,944	6,508	7,067	7,275	7,033	9,248	12,265	12,355	15,287
Retirement of Treasury Stock		Thousands of shares	1,700	500	300	900	1,300		700	300	400	500	1,800	4,500	
Stock Price TSE#9744	As of April 1	¥560	¥731	¥952	¥1,322	¥1,288	¥1,502	¥1,987	¥1,710	¥1,355	¥2,013	¥2,220	¥2,363	¥2,961	¥2,965
	As of March 31	¥781	¥977	¥1,342	¥1,312	¥1,507	¥1,963	¥1,677	¥1,433	¥2,037	¥2,217	¥2,364	¥2,987	¥2,916	
Profit		Millions of Yen	5,993	3,974	3,660	8,084	7,937	8,132	8,829	9,093	7,029	9,241	12,253	12,343	12,740
Earnings per Share		@¥62.03	@¥42.77	@¥40.04	@¥89.75	@¥91.44	@¥95.55	@¥105.14	@¥109.45	@¥85.26	@¥113.85	@¥153.87	@¥158.01	@¥165.01	@¥173.56
Net Assets per Share		@¥409.87	@¥394.28	@¥412.93	@¥426.20	@¥443.52	@¥474.67	@¥506.14	@¥535.34	@¥544.81	@¥565.21	@¥595.74	@¥617.78	@¥631.76	

*1 The dividend payout ratio is the ratio of the total amount of dividends paid out to shareholders relative to the net income.

*2 Dividend for 2024 includes 50th anniversary commemorative dividend of 30 yen

52

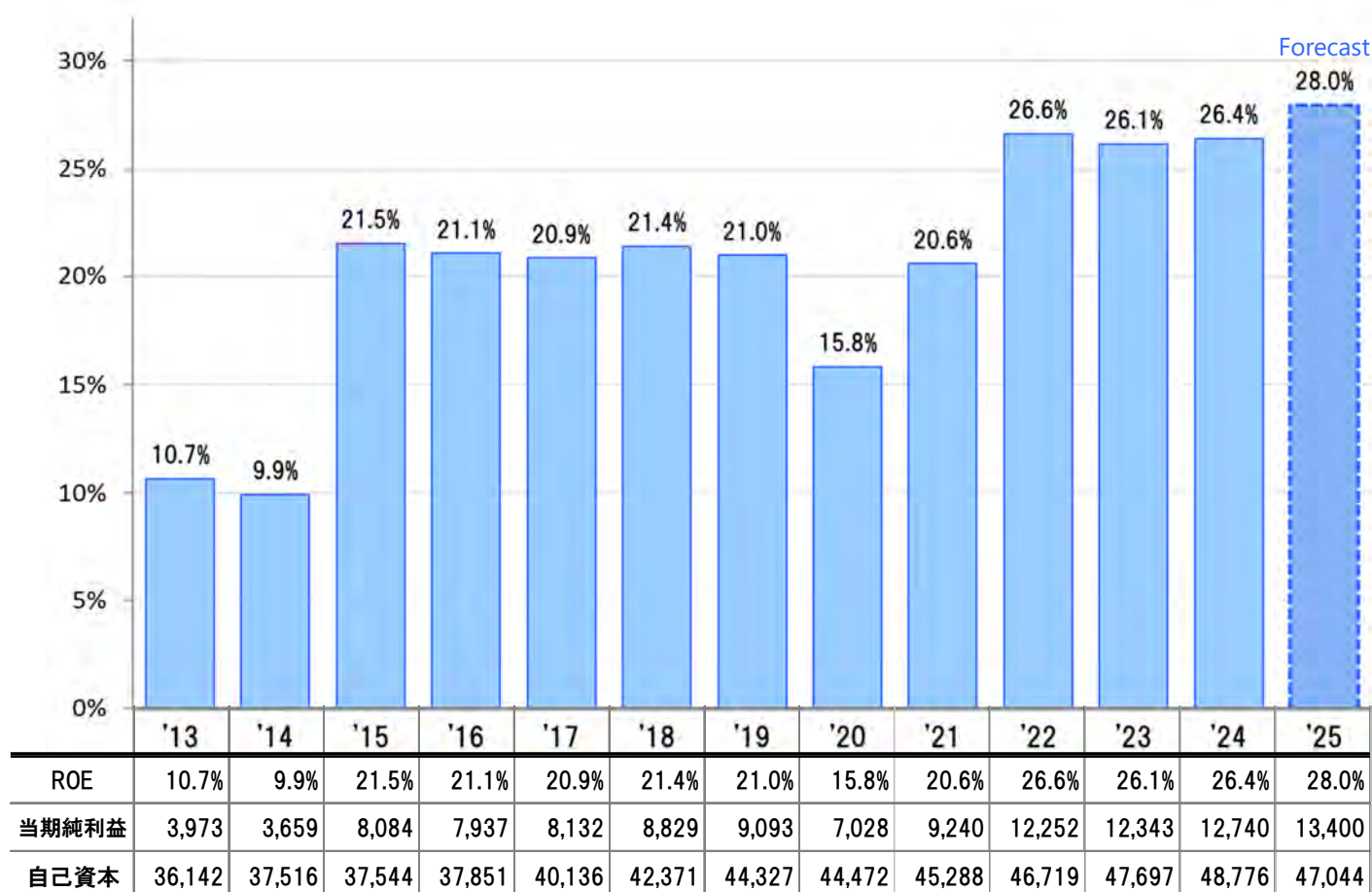
Shareholders' Equity and Cash and Deposit



- Protecting employment of engineers under economic crisis is essential for sustainable growth for indefinite employment engineer staffing business.
→ Engineers can continue to concentrate on brushing up their own career under assumption of stable employment.
- With consideration of remaining fund, prioritize the “improvement of “quality and quantity” of shareholders’ equity” which would lead to the safeness of finance.

53

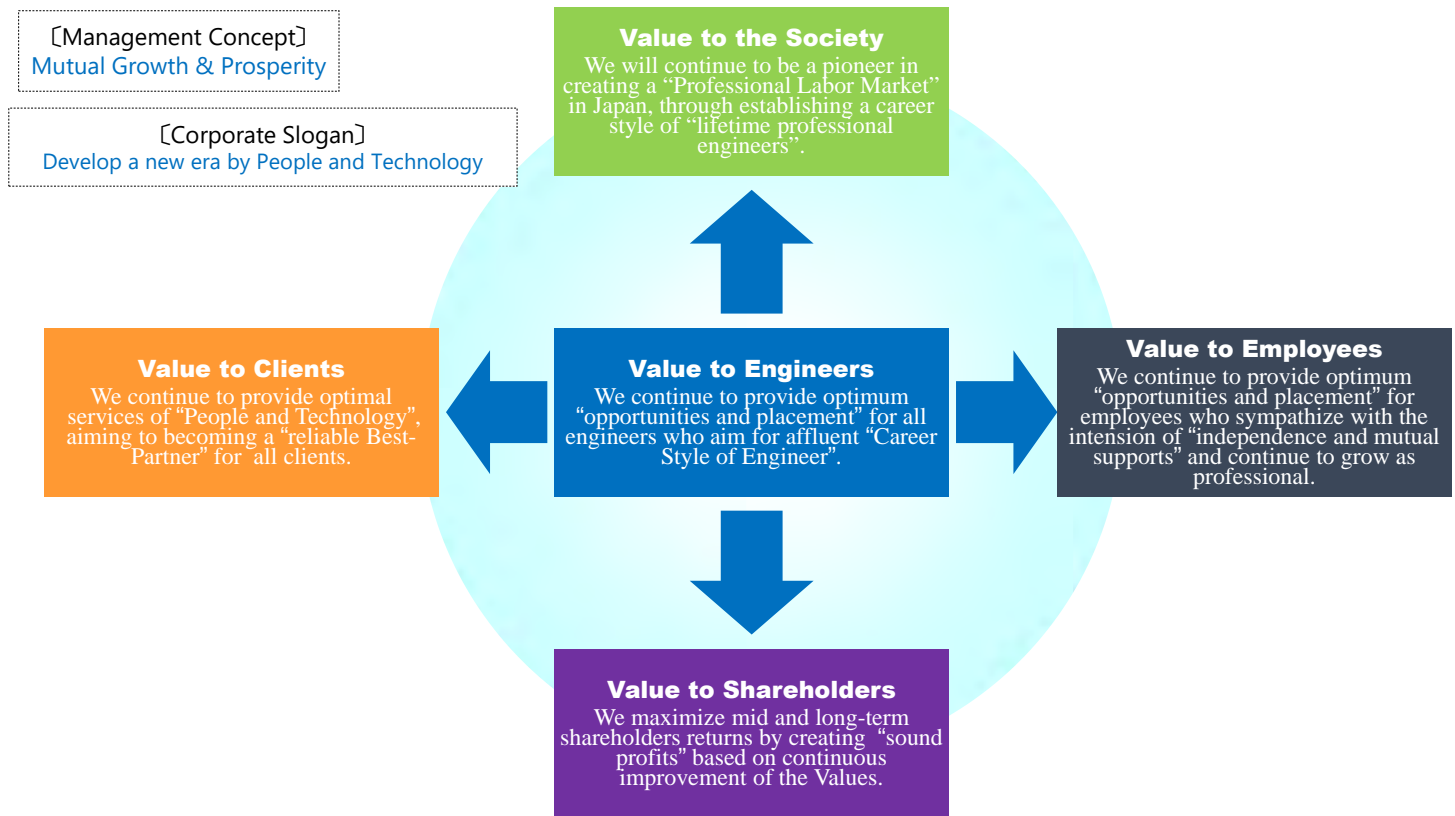
Trend of ROE



54

"Ideal State of the MEITEC Group"

We, the Meitec Group, with cooperation of all the employees, shall improve the five values continuously from the "Value to Engineers" as a starting point.

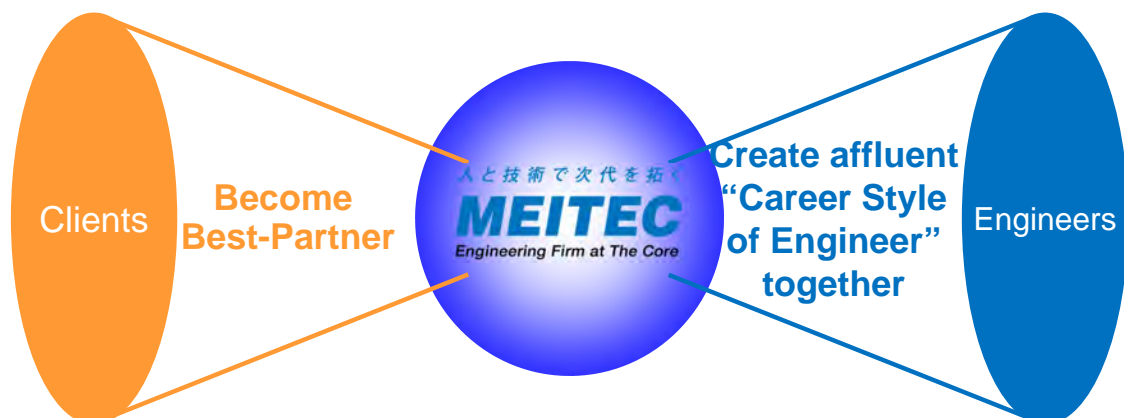


55

Purpose to pursued

Further "increase the level of satisfaction" of clients and engineers




"increase the level of satisfaction"



56

Engineering Firm at The Core

We are a group of engineers that plays a core role in manufacturing through its “People and Technology.”

Environment	Social	Governance
 <ul style="list-style-type: none"> Contribute to solving environmental, energy, etc. issues by promoting technological innovation Contribute to the industry and economic growth by promoting technological innovation and innovation 	 <p>Contribute to sustainable economic growth through creating a Professional Labor Market</p>	 <p>Promote higher technical education and lifelong learning</p>  <p>Provide fair “opportunities and placement” regardless of nationality, gender or age</p>  <p>Ensure full compliance with the Employee Code of Conduct in the Group’s Basic Policy Regarding Corporate Governance</p>

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人と技術で次代を拓く

MEITEC

Engineering Firm at The Core

[Management Concept]

Mutual Growth & Prosperity



We, a group of engineers, work with clients to solve social problems through their development work.

Materiality common to many clients



58

Engineering Firm at The Core

We are a group of engineers that plays a core role in manufacturing through its “People and Technology.”

We would like to be a group that creates affluent “Career Style of Engineer” to engineers, reaching the stage where our clients call us their truly, indispensable “Best Partner.”

We have developed a new era by people and technology up until now. Taking pride in that achievement, we will remain a group that plays a core role in both the engineer recruiting market, labor market and the market of design and development operations.

Two The Core



MEITEC Group will transform the two elements of The Core

The Core

1.The Core in how we see ourselves means that we are a group of companies that produces “important and indispensable” value for the technological innovation of manufacturers.

2.The Core in how we see ourselves also means that we are a group of companies that is able to offer an “important and indispensable” way of working, as engineers who consider their profession as the core of society.

Materiality common to many clients



M2CX

Engineering Firm at The Core

We are a group of engineers that plays a core role in manufacturing through its “People and Technology.”

The Core

1.The Core in how we see ourselves means that we are a group of companies that produces “important and indispensable” value for the technological innovation of manufacturers.

2.The Core in how we see ourselves also means that we are a group of companies that is able to offer an “important and indispensable” way of working, as engineers who consider their profession as the core of society.

Engineering Firm at The Core

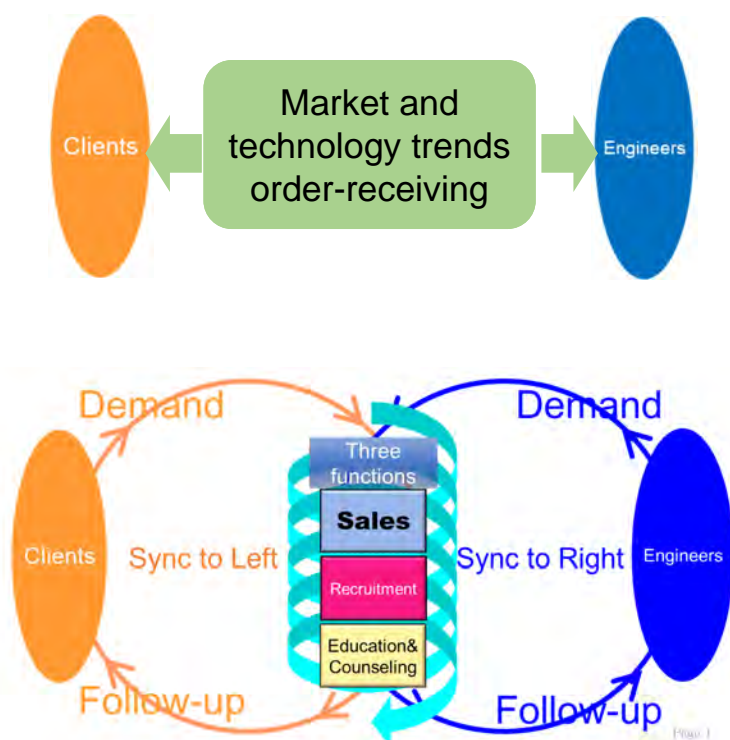
We are a group of engineers that plays a core role in manufacturing through its “People and Technology.”



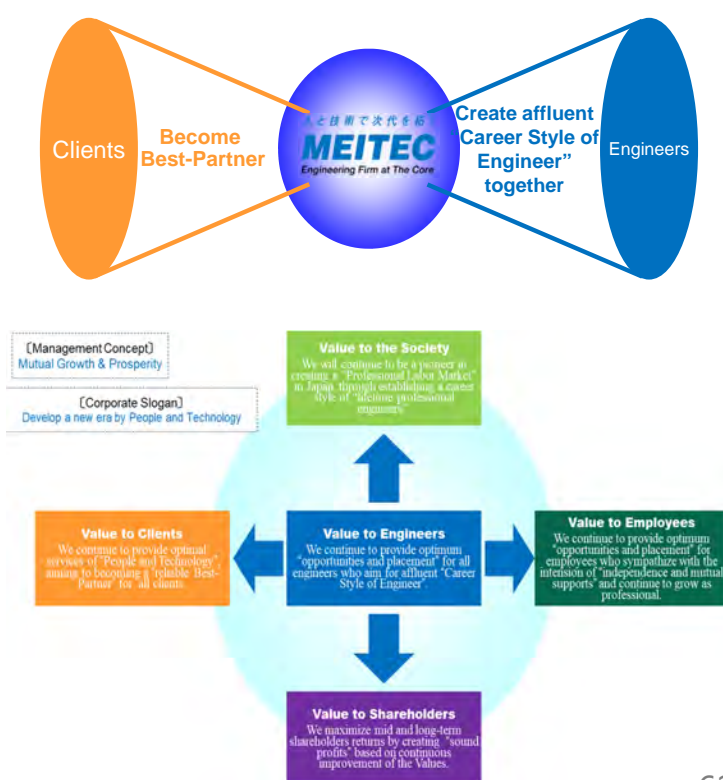
61

Basic policy (1)

Always Market-oriented



Constant Bidirectional contact



62

- 1 Actively pursue further added value by combining (1) an approach oriented to the two groups of users of our services, and (2) diverse service variations
- 2 Actively enhance the “power of numbers” while continuing to compete based on quality
- 3 Synchronize and strongly promote (1) strengthening engagement, (2) efficiently pursuing aptitude, and (3) reducing operating expenses

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Performance goals (1)

FY2025 Mid-term Management Plan	billion yen			
	Group Consolidated	Engineering Solutions Business		Recruiting&Placement Business for Engineers
		Meitec	Meitec Fielders	
Net Sales	145.0	95.0	44.5	1.8
Operating Profit	19.0	14.3	4.5	0.6
Margin	13%	15%	10%	33%
Profit	13.0			
ROE	30%			

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Performance goals (2)

Re-posted

M2CX

Consolidated net sales



Consolidated operating profit and operating profit margins



Consolidated profit and margins



Consolidated ROE



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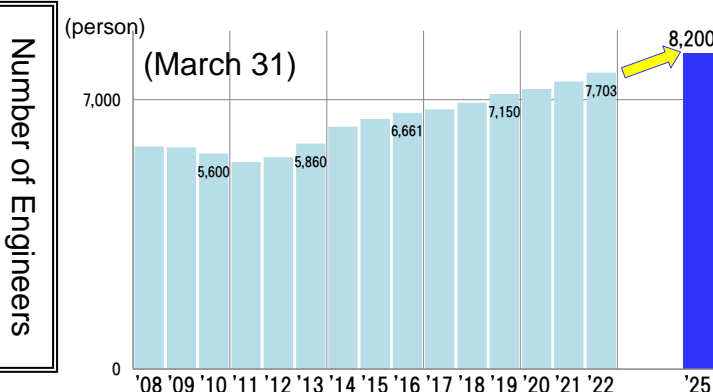
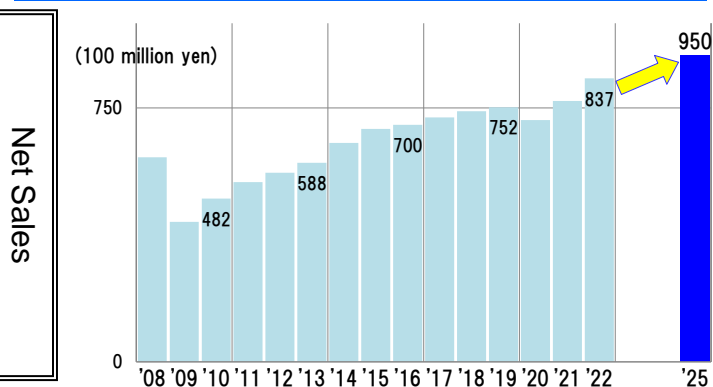
Performance goals (3)

Re-posted

M2CX

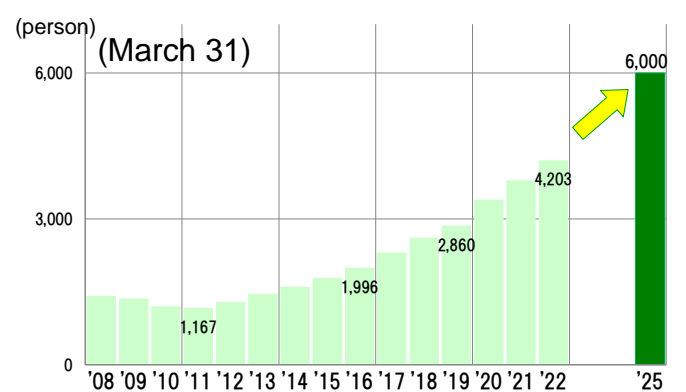
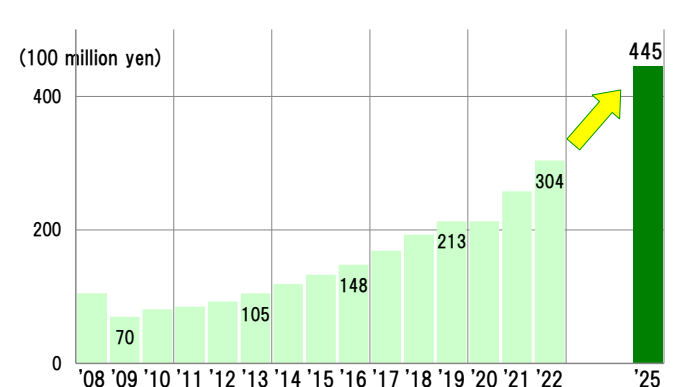
Meitec

Accelerate with a focus on operations that increase value for customers of the two services



Meitec Fielders

Aiming to be No. 1 in the Midrange Zone, strive to increase speed (expansion, transfer, decision)



66

- Please provide details as we were unable to find any climate-related disclosures in line with the TCFD recommendations.

We agree with the TCFD recommendations. However, we have not made any disclosures in accordance with this framework.

Most of our group's sales come from design and development work performed by our engineer employees. Most of our engineer employees' work is performed at our customers' facilities, where they work in teams with our own employees to develop technology that is subject to confidentiality obligations.



Therefore, it is impossible to know the specific details of technology development work.

As a result, we are unable to identify or assess the impact of climate change on our technology business, which accounts for a significant portion of our revenue, and are unable to envision pattern scenarios.

67

Ratio of female directors

- We support boards that commit to having at least 30% women on their boards.
Please tell me why 30% female ratio is not reasonable.

Question reposted, answer revised.

Revised in May 2025. Our current policy is as follows. 4.2.2 4)

By gender there shall be at least **(10% →) 20%** each of men and women.

The election proposals scheduled to be submitted to the general meeting of shareholders in June 2025 are as follows.

Total number of directors: 7, 3 female, 4 male, female ratio **42.9%**

We agree with the importance of gender on boards.

At the same time, we also believe it is important to deeply consider the characteristics of each business.

Therefore, we would like to avoid adopting only a uniform format.

However, we regard the points raised as very important opinions and will use them to improve balance and diversity in the future.

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1. Type of organization

company with audit and supervisory committee

2. Composition of the Board of directors, etc.

- A) Approximately 10 directors
- B) Majority are Independent outside directors
- C) At least 2 Internal directors
- D) Gender and male/female ratio of at least 20% each
- E) Number of directors who are not Audit and supervisory committee member
 \geq Number of directors who are Audit and Supervisory Committee member
- F) Tenure of an Independent outside director is up to eight years
- G) Independent outside directors may serve concurrently at no more than three listed companies, including the Company

3. The Company established following distinctive committee chaired by an outside director.

✓ Officer Appointment Advisory Committee

Chairman: Outside Director;

Members: CEO and Outside Directors

Evaluating appropriateness of processes

- Appointment/dismissal of Representative Director & CEO
- Nomination of directors candidates
- Performance evaluation and Remuneration of inside executive directors

4. Calculation Method of Executive Remuneration

Remuneration Amounts to Individual Executives ¥1K=JPY1,000-

CEO, President, Representative	Yearly payment	¥28,800K (Monthly ¥2,400K)
Senior Vice President	Yearly payment	¥24,000K (Monthly ¥2,000K)
Executive	Yearly payment	¥19,200K (Monthly ¥1,600K)
Chairman of the Audit and Supervisory Committee	Yearly payment	¥24,000K (Monthly ¥2,000K)
Independent Outside	Yearly payment	¥10,800K (Monthly ¥900K)

Performance-linked Remuneration for internal Executive Directors(only).

Consolidated profit (not including performance-linked directors' remuneration)	x within 2.5% Upper limit: 250 million yen annually
Of which the equivalent to 20% of post-tax value	Allocated for purchase of treasury shares (Directors shareholding association method)

Independent Outside Directors and Directors who are Audit and Supervisory Committee Members are not eligible for payment.

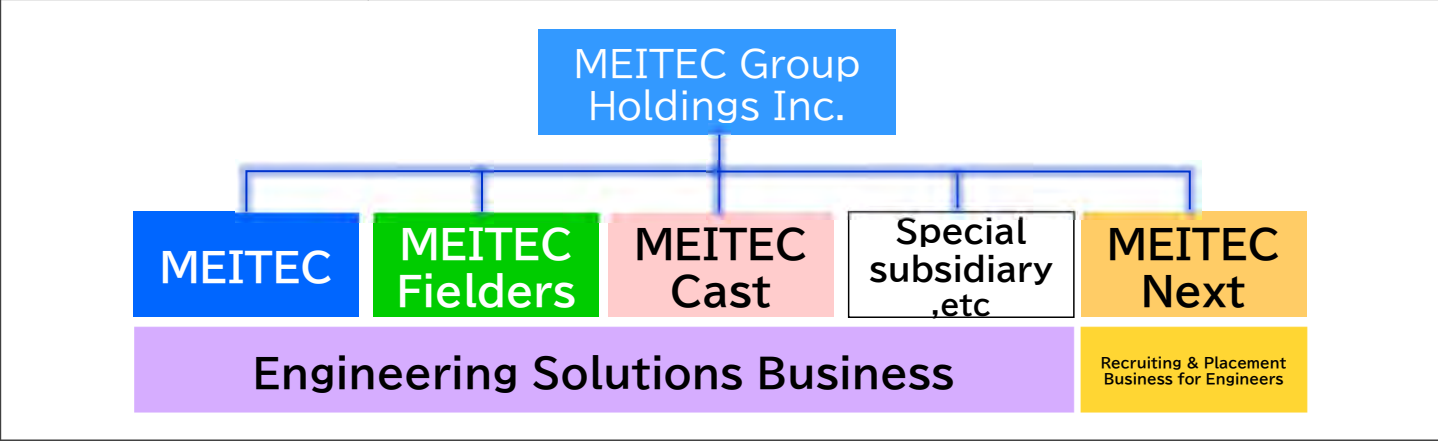
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Shareholders by Business Segments

As of the Fiscal year ended March 31, 2025	Shareholders	YoY amount	Proportion	Shares Held	Proportion	YoY amount
Banks	7	+1	0.0%	519,900	0.7%	(0.1%)
Trust Banks	11	-	0.0%	20,134,100	25.8%	+0.4%
Life and nonlife insurance companies	21	+1	0.1%	9,054,038	11.6%	(0.1%)
Securities financing and other financial companies	5	-	0.0%	121,680	0.2%	+0.0%
Securities companies	38	+3	0.2%	3,581,227	4.6%	+2.0%
Business concerns and other companies	186	+108	0.8%	756,768	1.0%	+0.4%
Overseas companies and investors	298	+5	1.3%	30,347,888	38.9%	(9.1%)
Individuals and others	23,160	+16,280	97.6%	12,691,401	16.3%	+6.3%
Treasury stock	1	-	0.0%	792,998	1.0%	—
Total	23,727	+16,398	100.0%	78,000,000	100.0%	—

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



Develop a new era by People and Technology

MEITEC

Engineering Firm at The Core

MEITEC GROUP HOLDINGS