

Results for the 1st Quarter of the Fiscal Year Ending March 31, 2026



MEITEC Group Holdings Inc.

July 31, 2025

Comments on Results



1. In the Engineering Solutions Business, orders remained firm as our main clients continued investment in technological development.
2. The Company continued proactive recruitment that adheres to high standards, and the number of new employees who joined the Group in April 2025, 645 new employees joined the group (308 at Meitec and 337 at Meitec Fielders). As of June 30, 2025, the number of engineers (total of Meitec/Meitec Fielders) was 12,588 (down 98 employees or down 0.8% year on year)
3. Consolidated net sales rose 3.6%, operating profit rose 2.3% and profit rose 3.4% year on year.
4. At Meitec, net sales rose 3.6% and operating profit rose 5.5% year on year. At Meitec Fielders, net sales rose 2.7% and operating profit decreased 9.8% year on year due mainly to an increase in labor expenses. (However, this is as forecasted.)

Results for the 1st Quarter of the Fiscal Year Ending March 31, 2026 (Group Consolidated)

(Fractions of one million yen are rounded down)	1Q ended June. 30, 2024	1Q ended June. 30, 2025	YoY Amount	% Change	Past Forecast	% Change
Net sales	32,910	34,084	+ 1,173	+ 3.6%	68,500	49.8%
Cost of sales	23,917	24,931	+ 1,013	+ 4.2%	50,100	
Cost of sales to Net sales	72.7%	73.1%	+ 0.5%		73.1%	
SG&A Expenses	4,224	4,273	+ 48	+ 1.1%	8,800	
Operating profit	4,767	4,879	+ 111	+ 2.3%	9,600	50.8%
Operating profit margins	14.5%	14.3%	(0.2%)		14.0%	
Ordinary profit	4,780	4,911	+ 130	+ 2.7%	9,600	51.2%
Extraordinary income & loss	0	(11)	(10)	—		
Profit before income taxes	4,780	4,900	+ 119	+ 2.5%		
Profit attributable to owners of parent	3,223	3,332	+ 109	+ 3.4%	6,600	50.5%
Profit margins	9.8%	9.8%	—			

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Results for the 1st Quarter of the Fiscal Year Ending March 31, 2026 (Business Domains)

(Fractions of one million yen are rounded down)		1Q ended June. 30, 2024	1Q ended June. 30, 2025	YoY Amount	% Change
Engineering Solutions Business	Sales	32,570	33,729	+ 1,159	+ 3.6%
	Component ratio	99.0%	99.0%	—	
	Meitec	22,861	23,679	+ 817	+ 3.6%
	Meitec Fielders	8,842	9,082	+ 239	+ 2.7%
	Operating profit	4,714	4,863	+ 148	+ 3.2%
	Component ratio	98.9%	99.7%	+ 0.8%	
Recruiting & Placement Business for Engineers	Sales	345	354	+ 9	+ 2.7%
	Component ratio	1.0%	1.0%	—	
	Operating profit	119	131	+ 12	+ 10.2%
	Component ratio	2.5%	2.7%	+ 0.2%	

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Results for the 1st Quarter of the Fiscal Year Ending March 31, 2026 (Meitec)

(Fractions of one million yen are rounded down)	1Q ended June. 30, 2024	1Q ended June. 30, 2025	YoY Amount	% Change	Past Forecast	% Change
Net sales	22,861	23,679	+ 817	+ 3.6%	47,500	49.9%
Operating profit	3,794	4,003	+ 208	+ 5.5%	7,400	54.1%
Operating profit margins	16.6%	16.9%	+ 0.3%		15.6%	
Ordinary profit	3,800	4,004	+ 204	+ 5.4%	7,500	53.4%
Profit	2,610	2,743	+ 133	+ 5.1%	5,100	53.8%
Utilization ratio (Company-wide)	95.8%	96.4%	+ 0.6%		97.4%	
Working Hours 〈h/day〉	8.37	8.26	(0.11)	(1.3%)	8.34	
Number of Engineers	8,074	8,020	(54)	(0.7%)		

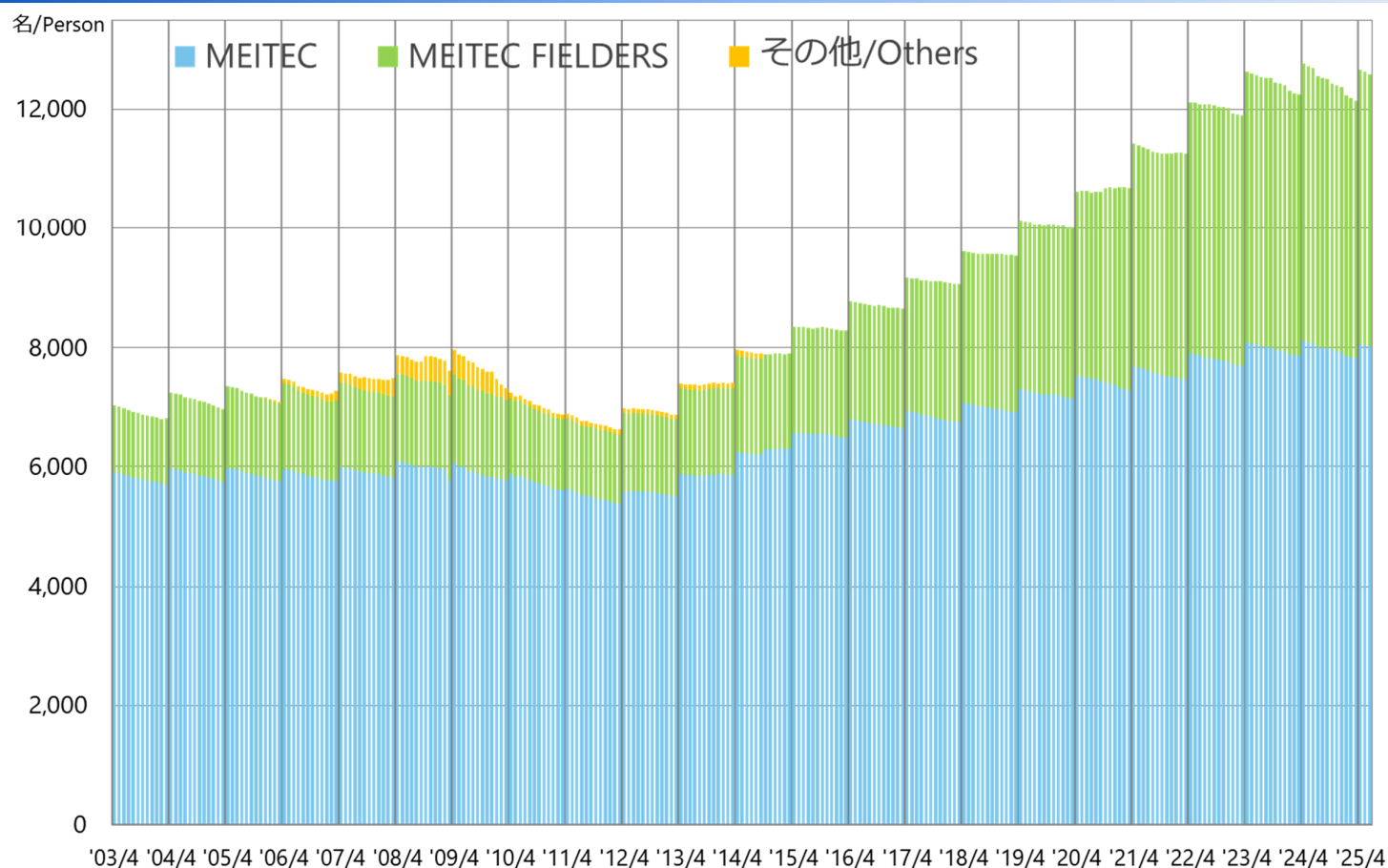
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Results for the 1st Quarter of the Fiscal Year Ending March 31, 2026 (MEITEC Fielders)

(Fractions of one million yen are rounded down)	1Q ended June. 30, 2024	1Q ended June. 30, 2025	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2025	% Change
Net sales	8,842	9,082	+ 239	+ 2.7%	18,300	49.6%
Operating profit	869	784	(85)	(9.8%)	1,800	43.6%
Operating profit margins	9.8%	8.6%	(1.2%)		9.8%	
Ordinary profit	869	785	(84)	(9.7%)	1,800	43.6%
Profit	598	536	(61)	(10.4%)	1,200	44.7%
Utilization ratio (Company-wide)	93.5%	93.3%	(0.2%)		95.8%	
Working Hours 〈h/day〉	8.21	8.13	(0.08)	(1.0%)	8.21	
Number of Engineers	4,612	4,568	(44)	(1.0%)		

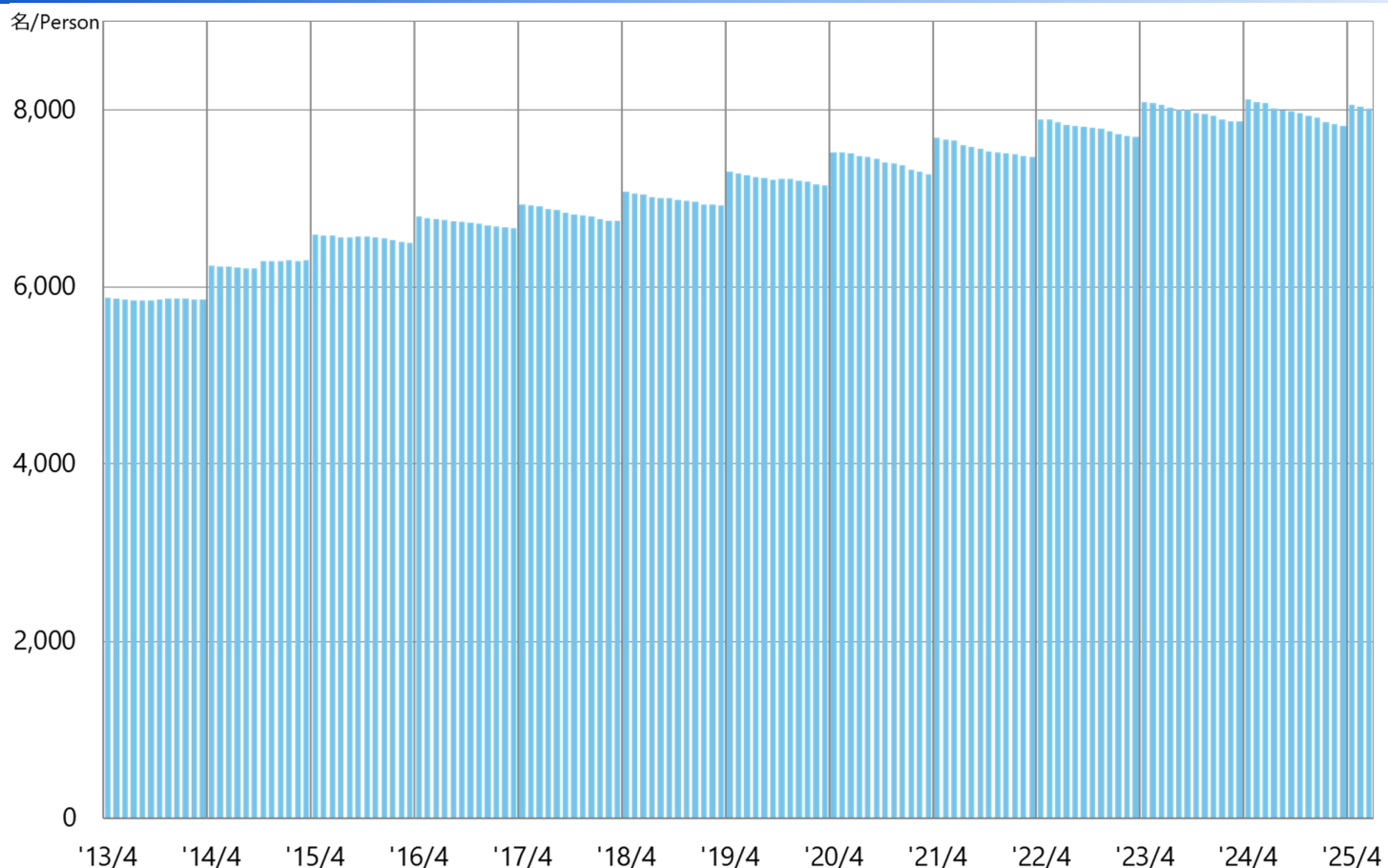
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Number of Engineers (Group Consolidated)



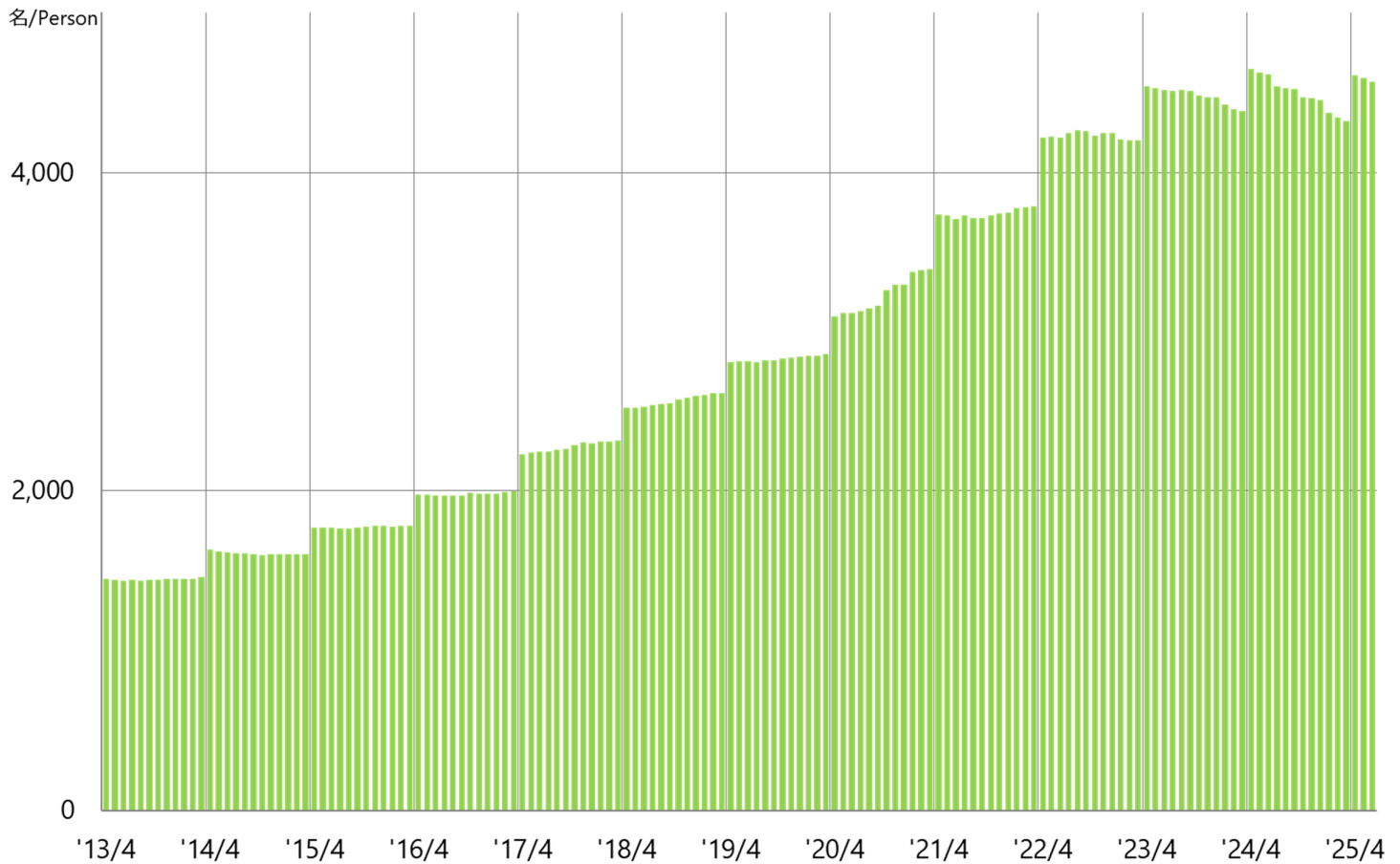
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Number of Engineers (MEITEC)



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Number of Engineers (MEITEC Fielders)



Status of Recruitment and Hiring Target

Re-posted

	Meitec			Meitec Fielders			2 group companies		
(Person)	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)

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 2025 New Graduate Hiring Results :Meitec Fielders

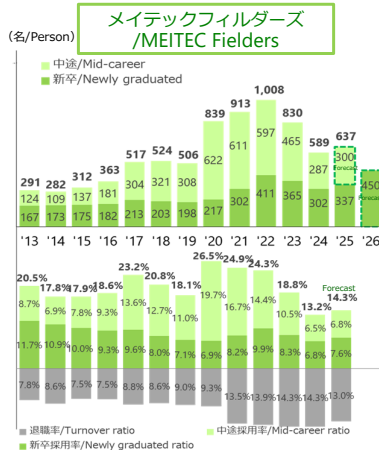
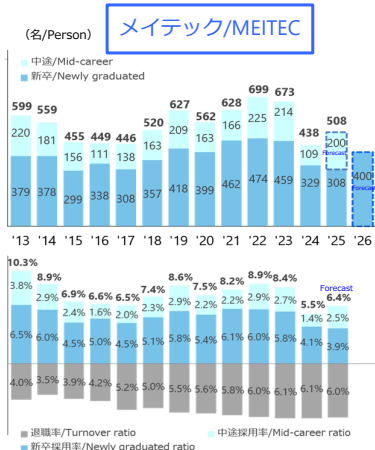
1. The number of new graduate hires was up 35 year on year, and 63 lower than target
2. Maintained adhering to hiring standards
3. Many other companies lowered their hiring standards in prioritizing moves to secure headcounts
4. Even with recruitment activities beginning earlier and lasting longer, we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

April 2026 New Graduate Hiring Targets :Meitec

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 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



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 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

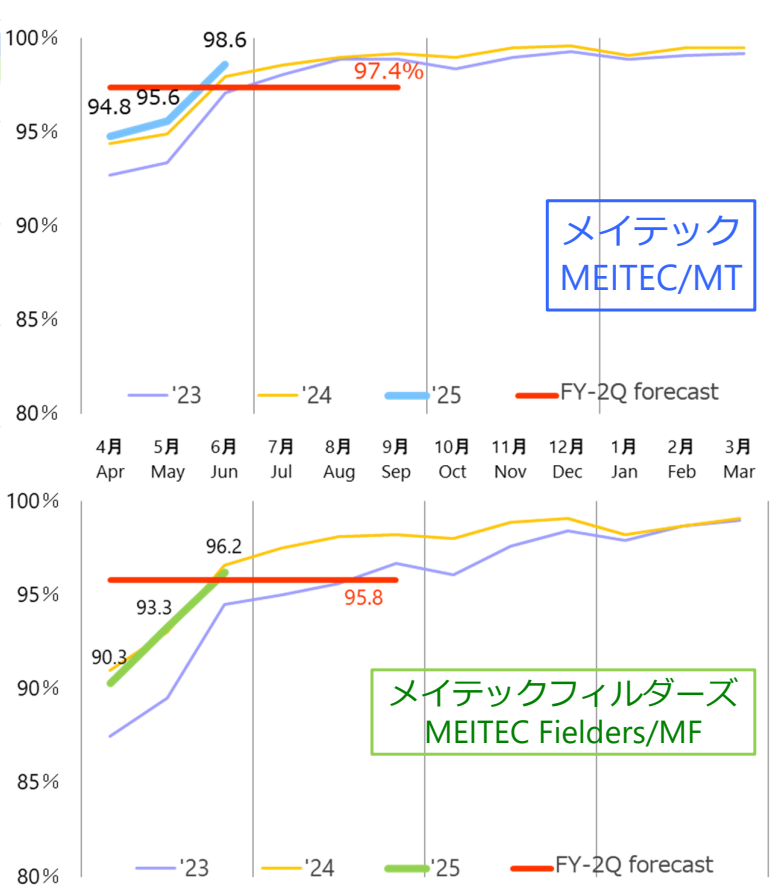
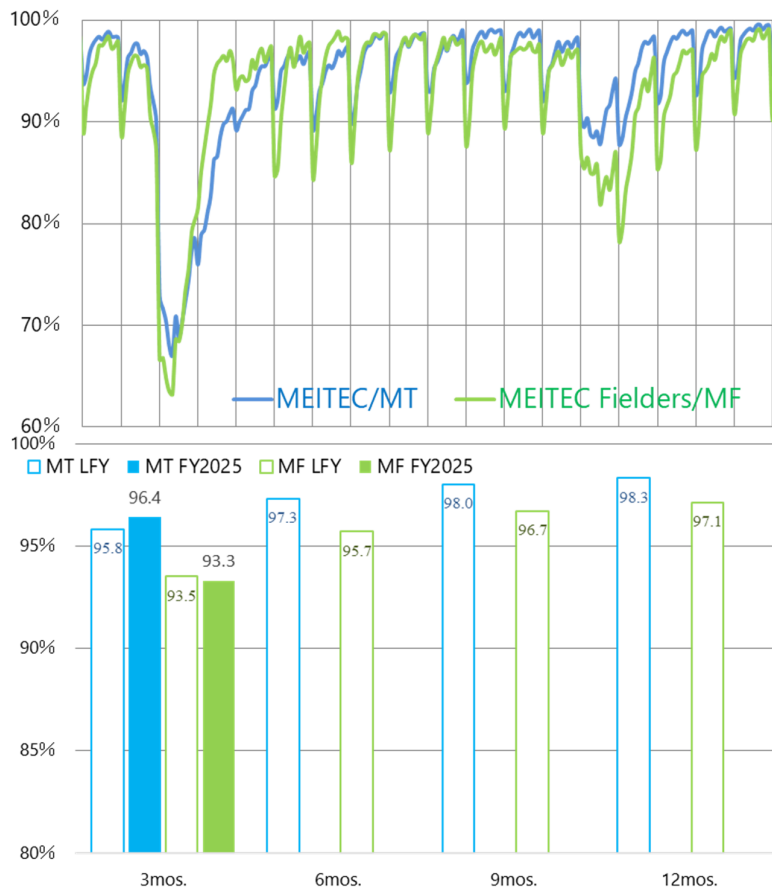
Mid-career Hiring Targets: Meitec

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 Targets: Meitec Fielders

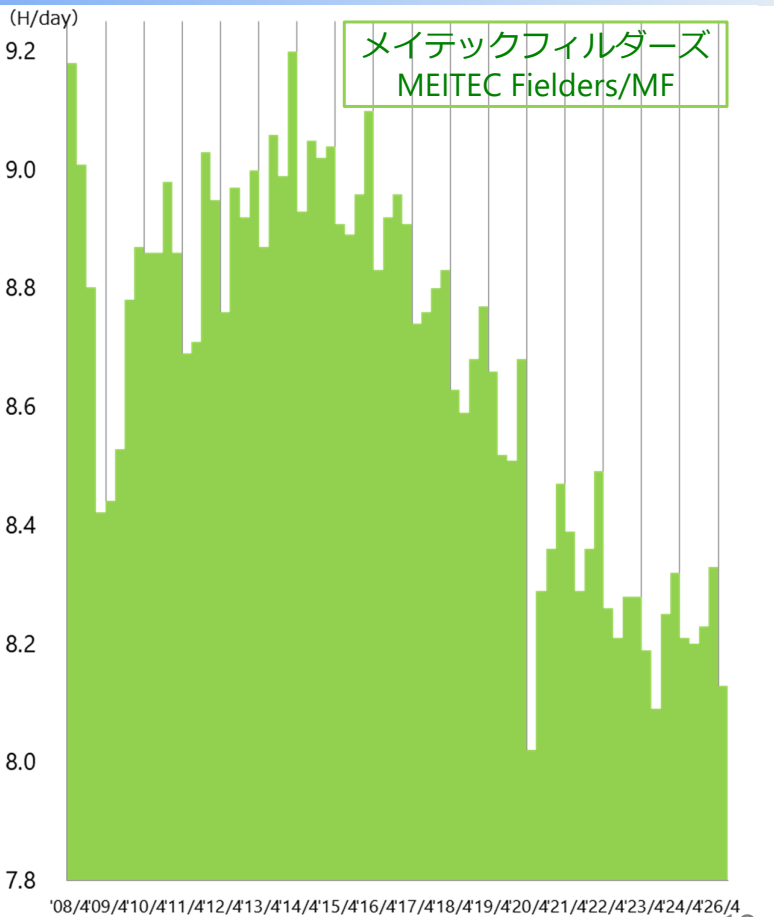
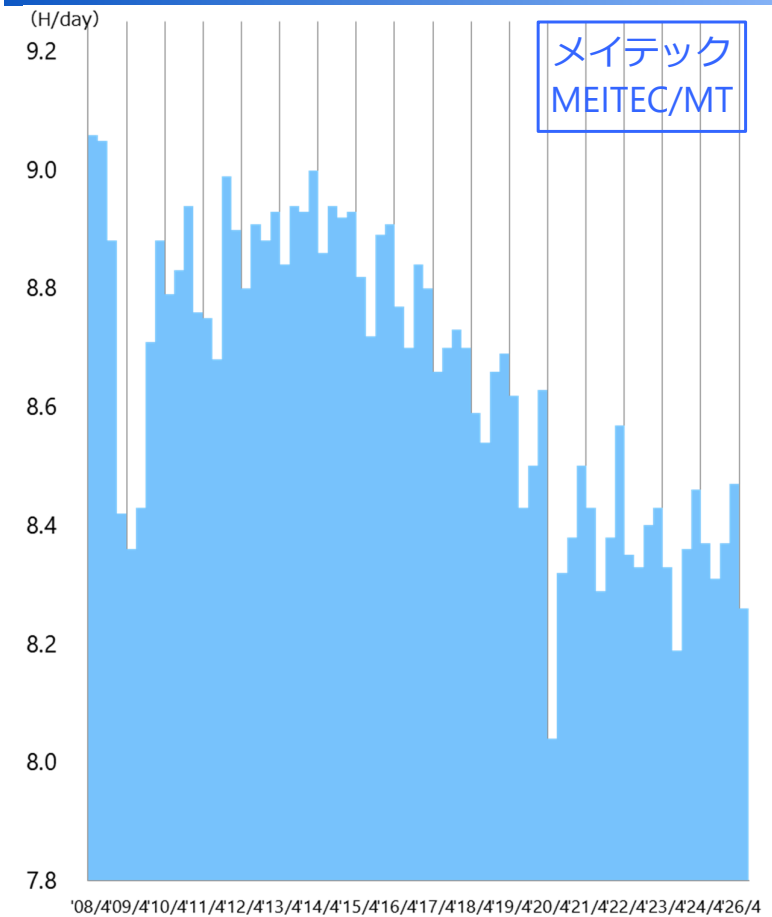
1. Target 300 mid-career hires, up 13 year on year
2. Continue to adhere to hiring standards
3. The mid-range zone continues to experience a turbulent market environment
4. Based on our reflections, we will implement measures flexibly and with agility

Utilization Ratio



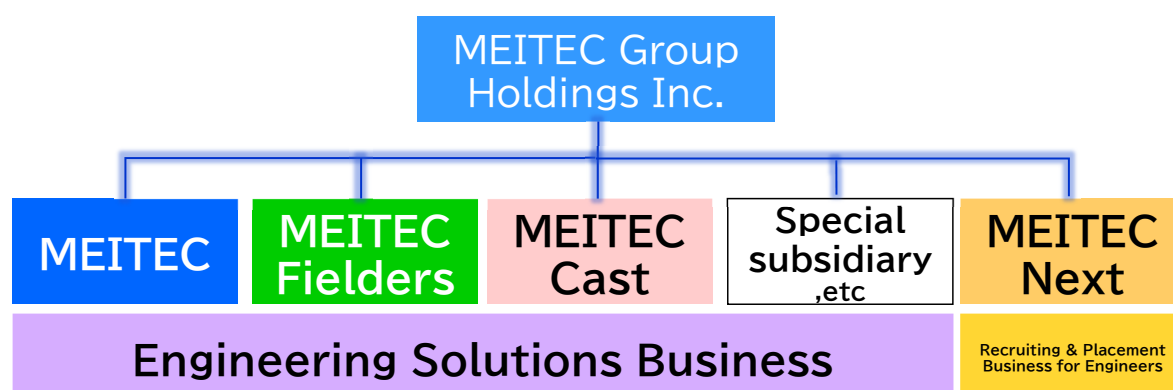
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Working Hours



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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



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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.

IR Contact

E-mail: ir@meitecgroup-holdings.com

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