

Results for the Fiscal Year Ended March 31, 2026



MEITEC Group Holdings Inc.

May 12, 2026

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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Company Name	MEITEC Group Holdings Inc. Tokyo Stock Exchange, Prime Market(No. 9744)
Tokyo Headquarters	1-1-10 Ueno, Taito-ku, Tokyo
Atsugi Headquarters	15-1 Aoyama, Morinosato, Atsugi-shi, Kanagawa
Incorporated	July 17, 1974



1. Results for the Fiscal Year Ended March 31, 2026
2. Forecast for the Fiscal Year Ending March 31, 2027
3. Mid-term Plan 2028
4. Reference Materials

1. Results for the Fiscal Year Ended March 31, 2026

Cautionary notes regarding Financial Results for the Fiscal Year Ended March 31, 2026

1. As disclosed on May 11, 2026 (Monday) in "Notice Concerning Interim Dividend Paid in Excess of Distributable Amount," audit procedures are still ongoing as of the announcement on May 12, 2026 (Tuesday).
2. Please note that the information presented below is current as of the announcement on May 12, 2026 (Tuesday) and may differ materially from the latest information.

1. Main clients continued investment in technological development. As a result, both sales and profit increased, and reached record highs.
2. Profit amounted to 15 billion yen, which is 1.1 billion yen higher than the published forecast, due to the addition of gain on sale of real estate that was impaired in the previous period.
 → The year-end dividend has been revised upward by 15 yen from the published forecast.
3. The Engineering Solutions Business experienced firm utilization ratios, leading to increased sales and profit.
4. The Recruiting & Placement Business for Engineers saw a decrease in both sales and profit, but maintained a high operating profit margin of 35%.

Results for the Fiscal Year Ended March 31, 2026 (Group Consolidated)

(Fractions of one million yen are rounded down)	FY ended March. 31, 2025	FY ended March. 31, 2026	YoY Amount	% Change	Past Forecast	Variance toward the FY forecast
Net sales	133,068	137,686	+4,617	+3.5%	137,000	+686
Cost of sales	97,135	101,394	+4,258	+4.4%	100,000	+1,394
Cost of sales to Net sales	73.0%	73.6%	+0.6%			
SG&A Expenses	17,102	16,388	-714	-4.2%	16,800	-412
Operating profit	18,830	19,903	+1,072	+5.7%	20,200	-297
Operating profit margins	14.2%	14.5%	+0.3%		14.7%	-0.2%
Ordinary profit	18,911	20,101	+1,189	+6.3%	20,400	-299
Extraordinary income & loss	-621	535	+1,156			
Profit before income taxes	18,290	20,636	+2,345	+12.8%		
Income taxes	5,550	5,584	+34	+0.6%		
Profit attributable to owners of parent	12,740	15,051	+2,311	+18.1%	13,900	+1,151
Profit margins	9.6%	10.9%	+1.4%			
Return on Equity (ROE)	26.4%	30.9%	+4.5%			

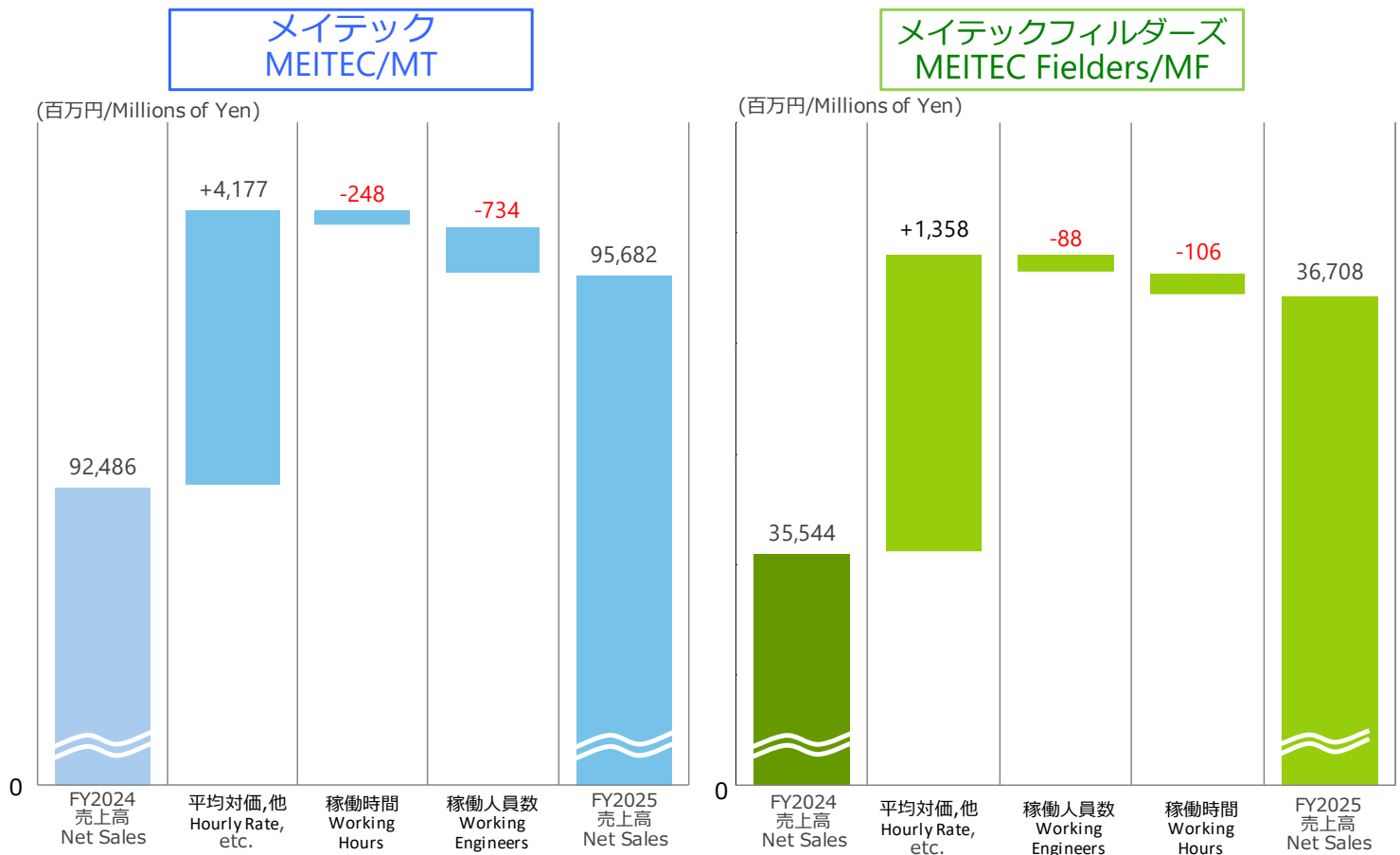
Results for the Fiscal Year Ended March 31, 2026 (MEITEC)

(Fractions of one million yen are rounded down)	FY ended March. 31, 2025	FY ended March. 31, 2026	YoY Amount	% Change	Past Forecast	Variance toward the FY forecast
Net sales	92,486	95,682	+3,196	+3.5%	95,000	+682
Cost of sales	66,257	68,872	+2,615	+3.9%	67,800	+1,072
Cost of sales to Net sales	71.6%	72.0%	+0.3%		71.4%	+0.6%
SG&A Expenses	11,629	10,875	-753	-6.5%	11,200	-325
Operating profit	14,599	15,933	+1,334	+9.1%	16,000	-67
Operating profit margins	15.8%	16.7%	+0.9%		16.8%	-0.1%
Ordinary profit	14,614	15,985	+1,371	+9.4%	16,000	-15
Extraordinary income & loss	-1	-102	-100	—		
Profit before income taxes	14,612	15,883	+1,270	+8.7%		
Profit	10,253	11,381	+1,128	+11.0%	11,000	+381
Utilization ratio (Company-wide)	98.3%	98.5%	+0.2%		98.5%	—
Working Hours <h/day>	8.38	8.36	-0.02	-0.2%	8.35	+0.01
Number of Recruitment	438	404	-34	-7.8%	428	-24
Newly graduated	329	308	-21	-6.4%	308	—
Mid-career	109	96	-13	-11.9%	120	-24
Turnover Ratio	6.1%	6.1%	—		6.0%	+0.1%
Number of Engineers	7,824	7,754	-70	-0.9%		7

Results for the Fiscal Year Ended March 31, 2026 (MEITEC Fielders)

(Fractions of one million yen are rounded down)	FY ended March. 31, 2025	FY ended March. 31, 2026	YoY Amount	% Change	Past Forecast	Variance toward the FY forecast
Net sales	35,544	36,708	+1,163	+3.3%	36,500	+208
Cost of sales	27,928	29,243	+1,315	+4.7%	28,800	+443
Cost of sales to Net sales	78.6%	79.7%	+1.1%		78.9%	+0.8%
SG&A Expenses	4,097	3,964	-132	-3.2%	4,000	-36
Operating profit	3,518	3,499	-19	-0.5%	3,700	-201
Operating profit margins	9.9%	9.5%	-0.4%		10.1%	-0.6%
Ordinary profit	3,522	3,516	-5	-0.2%	3,700	-184
Extraordinary income & loss	—	—	—			
Profit before income taxes	3,522	3,516	-5	-0.2%		
Profit	2,629	2,680	+50	+1.9%	2,500	+180
Utilization ratio (Company-wide)	97.1%	97.2%	+0.1%		97.0%	+0.2%
Working Hours <h/day>	8.24	8.22	-0.02	-0.2%	8.21	+0.01
Number of Recruitment	589	559	-30	-5.1%	587	-28
Newly graduated	302	337	+35	+11.6%	337	—
Mid-career	287	222	-65	-22.6%	250	-28
Turnover Ratio	14.3%	11.8%	-2.5%		12.9%	-1.1%
Number of Engineers	4,323	4,349	+26	+0.6%		8

Comparison of Net Sales



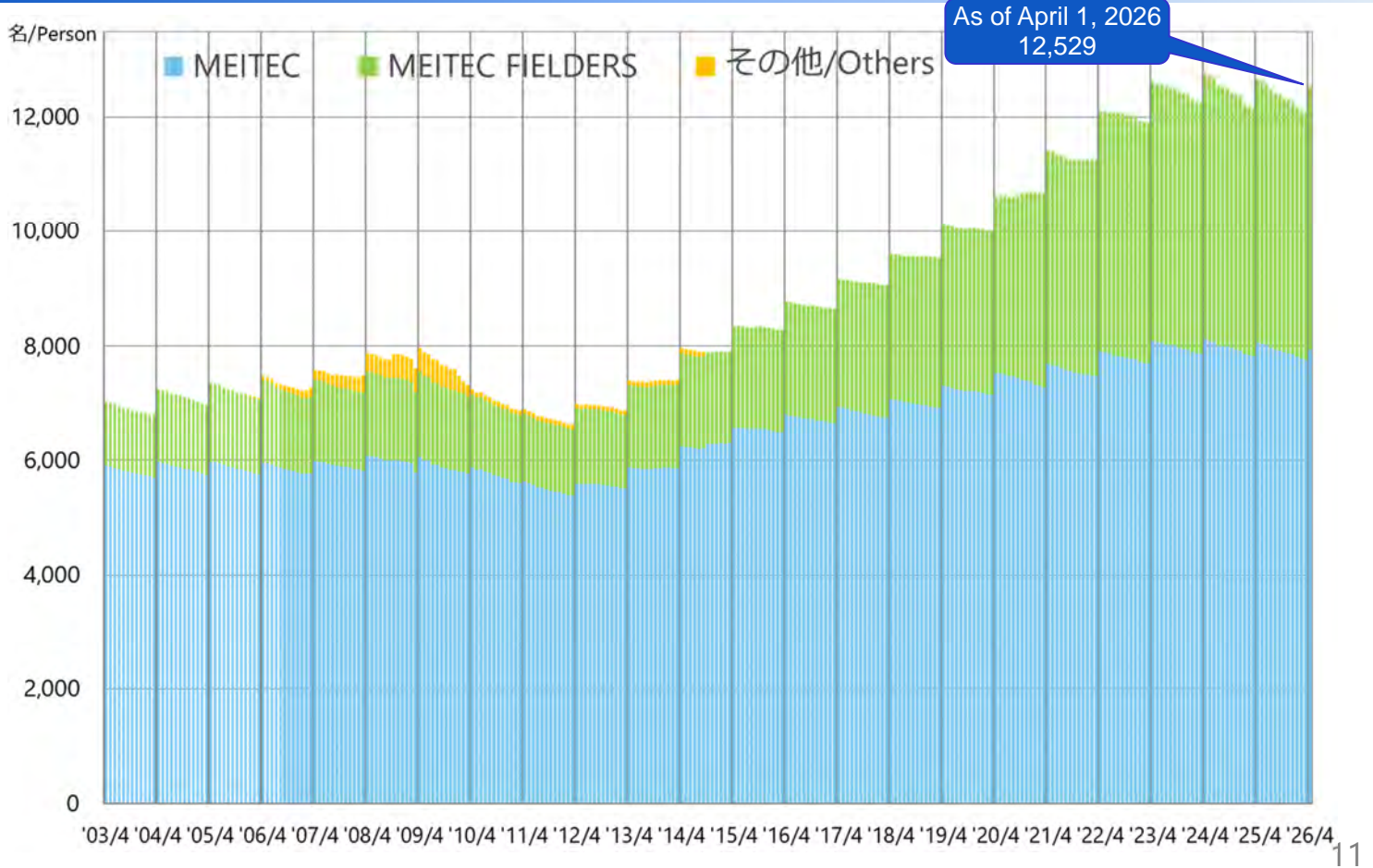
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Results for the Fiscal Year Ended March 31, 2026 (Business Domains)

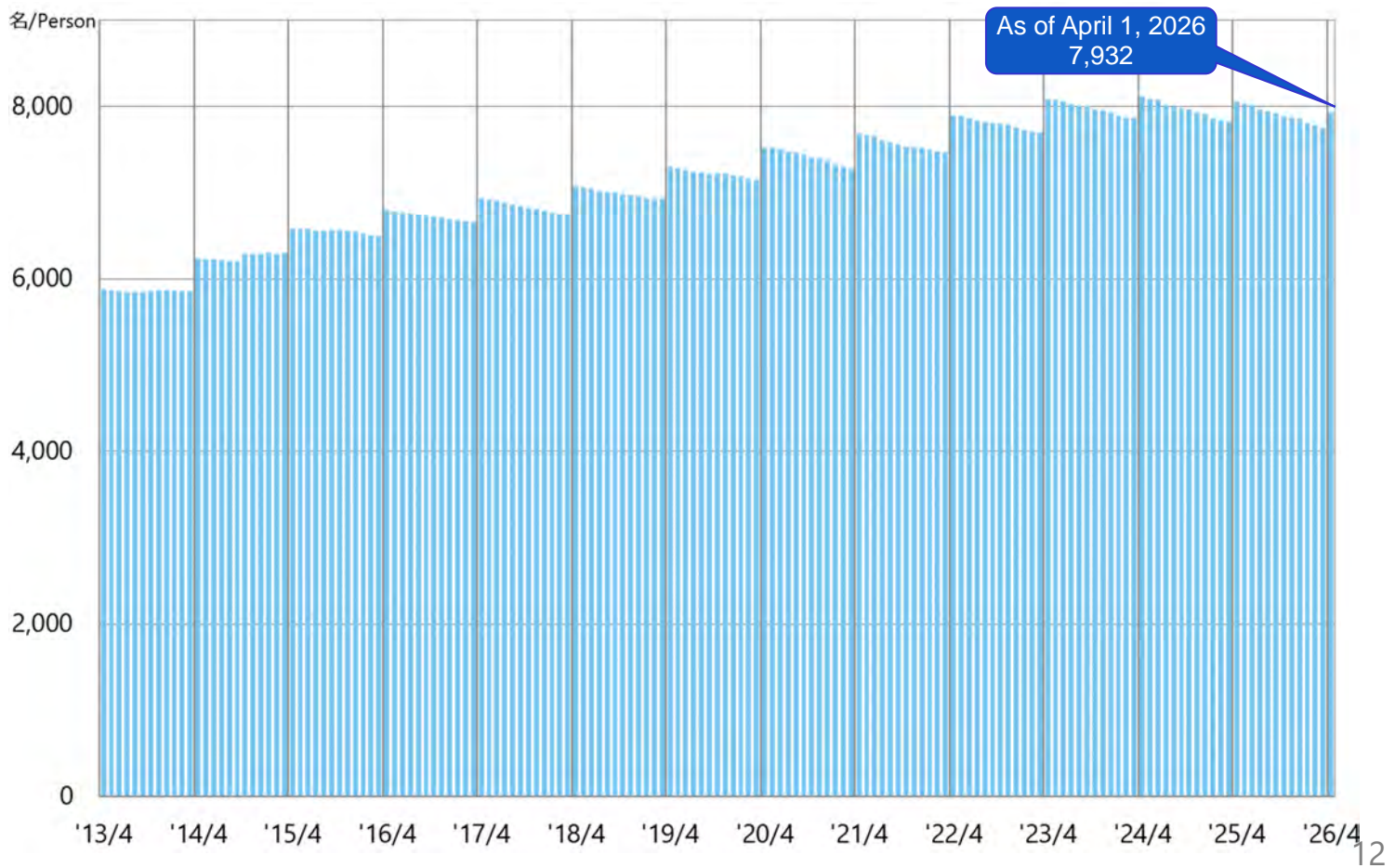
		(百万円未満切捨て) (Fractions of one million yen are rounded down)		2025年3月期 実績 FY ended March. 31, 2025	2026年3月期 実績 FY ended March. 31, 2026	前期比増減額 YoY Amount	前期比増減率 % Change
エンジニアリング ソリューション事業 Engineering Solutions Business	売上高/Sales			131,612	136,370	+4,758	+3.6%
	構成比 Component ratio			98.9%	99.0%	+0.1%	
	メイテック/MEITEC			92,486	95,682	+3,196	+3.5%
	メイテックフィルダーズ/MEITEC Fielders			35,544	36,708	+1,163	+3.3%
	営業利益/Operating profit			18,316	19,693	+1,377	+7.5%
	構成比 Component ratio			97.3%	98.9%	+1.7%	
	営業利益率/Operating profit margins			13.9%	14.4%	+0.5%	
エンジニア 紹介事業 Recruiting & Placement Business for Engineers	売上高/Sales			1,465	1,320	-145	-9.9%
	構成比 Component ratio			1.1%	1.0%	-0.1%	
	営業利益/Operating profit			568	468	-99	-17.5%
	構成比 Component ratio			3.0%	2.4%	-0.7%	
	営業利益率/Operating profit margins			38.8%	35.5%	-3.3%	

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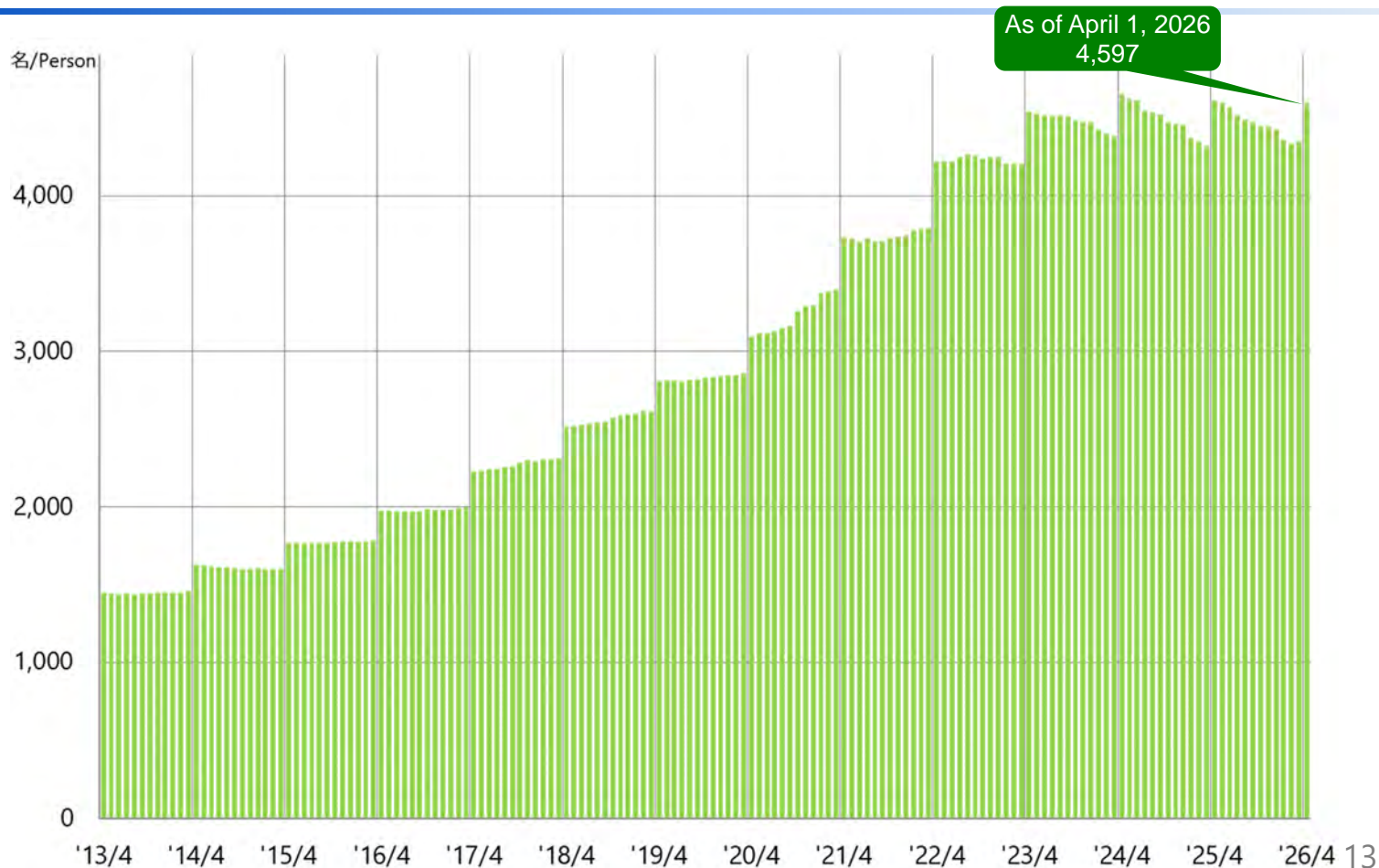
Number of Engineers (Group Consolidated)



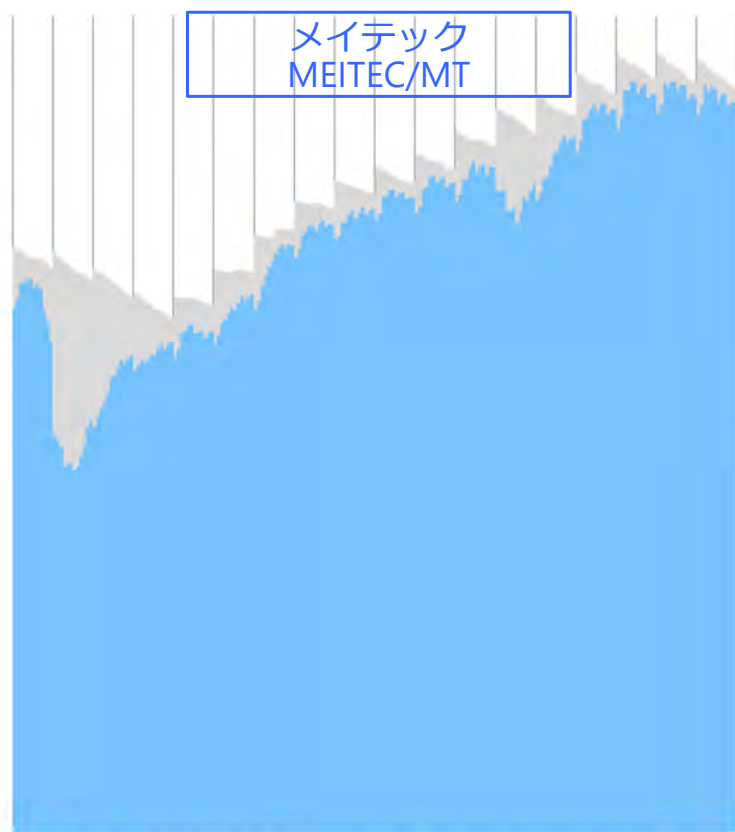
Number of Engineers (MEITEC)



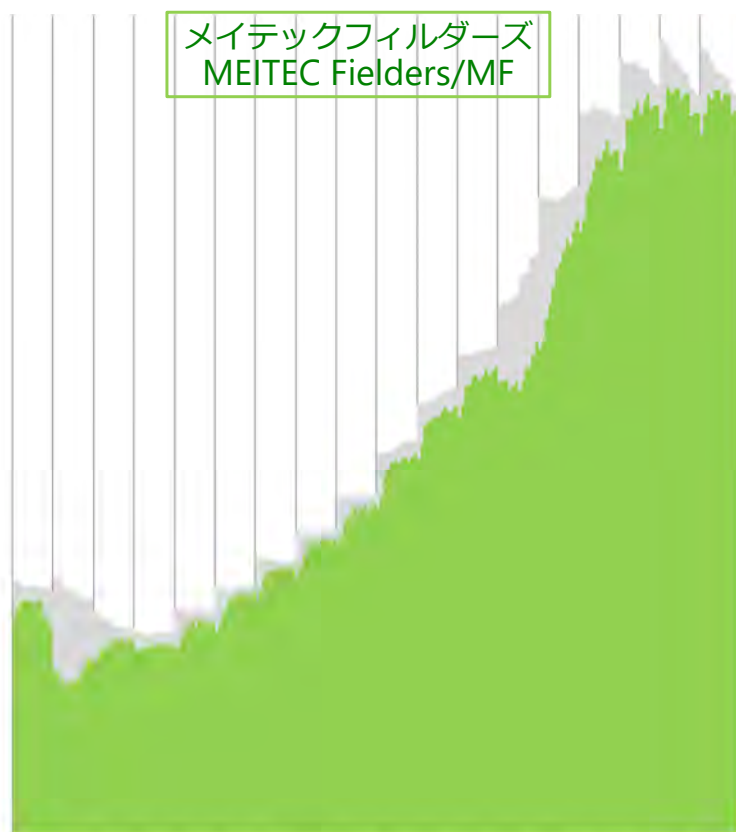
Number of Engineers (MEITEC Fielders)



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



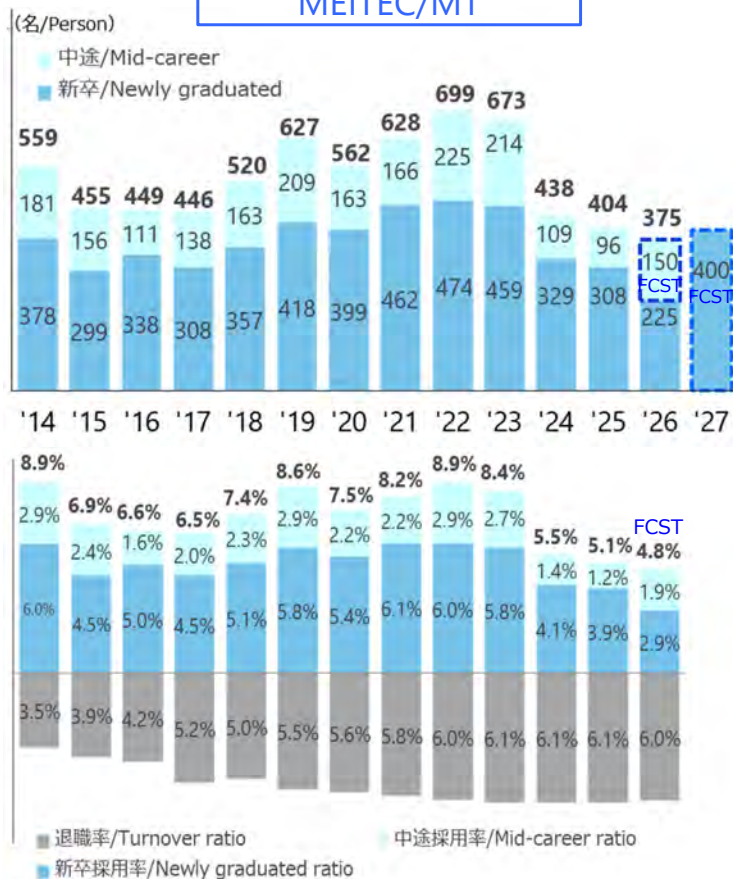
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 ● 未稼働エンジニア/Unassigned
 ● 稼働エンジニア/Number of engineers assigned to the clients



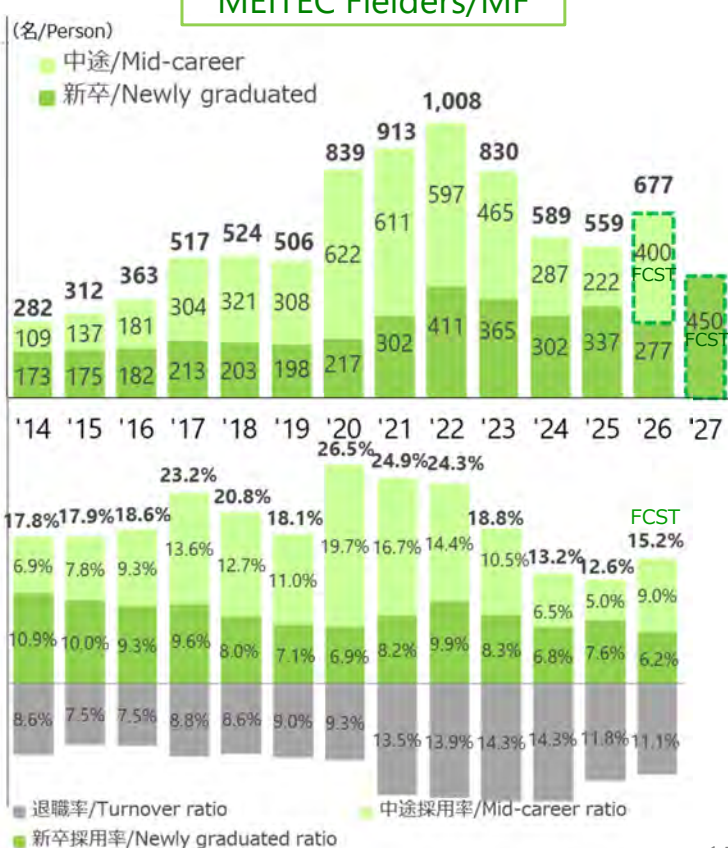
'08 '09 '10 '11 '12 '13 '14 '15 '16 '17 '18 '19 '20 '21 '22 '23 '24 '25
 ● 未稼働エンジニア/Unassigned
 ● 稼働エンジニア/Number of engineers assigned to the clients

Recruitment and Turnover

メイテック MEITEC/MT



メイテックフィルダーズ MEITEC Fielders/MF



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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
FY2027		Target			Target			Target	
April 2027		400			450			850	
YoY		+175			+173			+348	
Target comparison									
FY2026	Target	Actual	Target	Target	Actual	Target	Target	Actual	Target
April 2026	375	225	150	677	277	400	1,052	502	550
YoY	-29	-83	+54	+118	-60	+178	+89	-143	+232
Target comparison		-175			-173			-348	
FY2025	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
April 2025	404	308	96	559	337	222	963	645	318
YoY	-34	-21	-13	-30	+35	-65	-64	+14	-78
Target comparison	-216	-192	-24	-91	-63	-28	-307	-255	-52

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Comments on Hiring [New Graduate Hiring]

April 2026 New Graduate Hiring Results :Meitec

1. The number of new graduate hires was down 83 year on year, and 175 lower than target
2. Maintained adhering to hiring standards
3. Due to the earlier-than-expected job hunting activities of the target group, we struggled to secure engagement and were unable to respond adequately
4. The development of relationships aligned with student needs did not progress, leading to an increase in job offer refusals

April 2027 New Graduate Hiring Targets :Meitec

1. Target 400 new hires, up 175 year on year
2. Continue to adhere to hiring standards
3. Aim to curb job offer refusals through early and continuous engagement tailored to student preferences
4. Continuously communicate attractive work styles centered around engineers

April 2026 New Graduate Hiring Results :Meitec Fielders

1. The number of new graduate hires was down 60 year on year, and 173 lower than target
2. Maintained adhering to hiring standards
3. Due to the target group's earlier start and completion of job-hunting activities, initial responses and expansion of engagement were insufficient
4. Focus on strengthening relationships to prevent job offer refusals

April 2027 New Graduate Hiring Targets :Meitec Fielders

1. Target 450 new hires, up 173 year on year
2. Continue to adhere to hiring standards
3. Aim to reduce job offer refusals and improve acceptances through early and continuous relationship building with students

Comments on Hiring [Mid-career Hiring]

Mid-career Hiring Results: Meitec

1. The number of mid-career hires was down 13 year on year, and 104 lower than target
2. Faced significant challenges due to the overheated demand for seasoned engineers
3. There is room for improvement in speeding up and optimizing the recruitment process
4. Strengthening the ability to respond to changes in the recruitment environment remains an ongoing challenge

Mid-career Hiring Targets: Meitec

1. Target 150 mid-career hires, up 54 year on year
2. Continue to adhere to hiring standards
3. Implement measures that enable immediate decision-making from the interview to the final decision (conducting immediate decision-type selection)
4. Promote a concrete image of working as a lifetime professional engineer

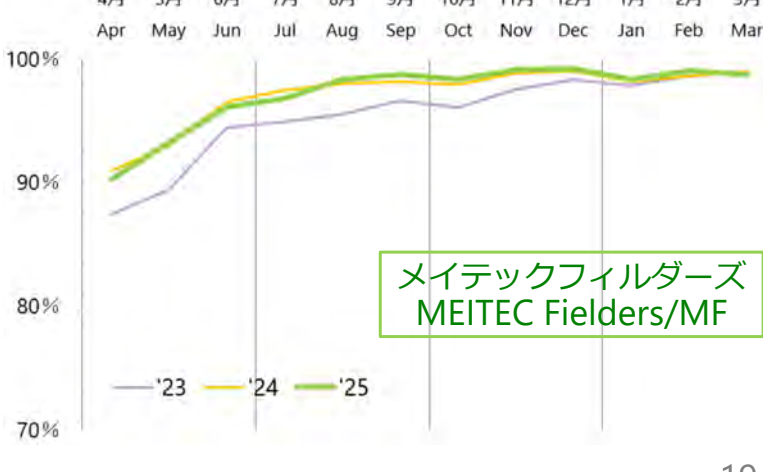
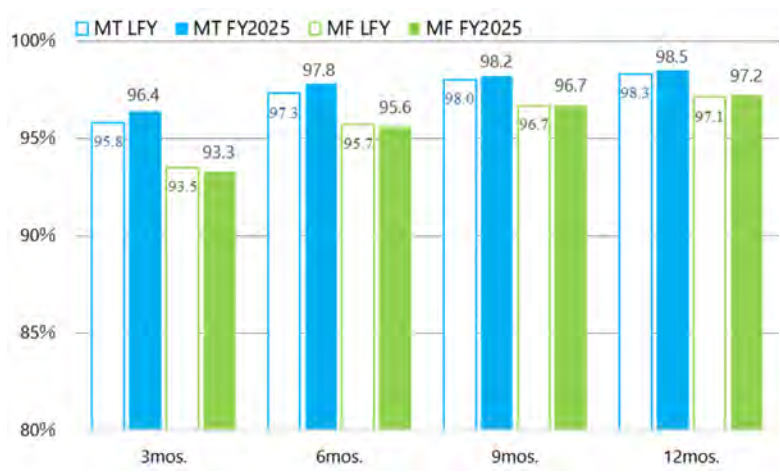
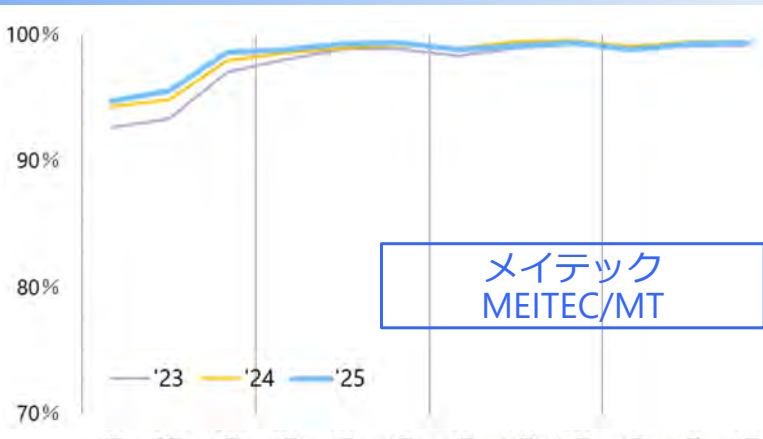
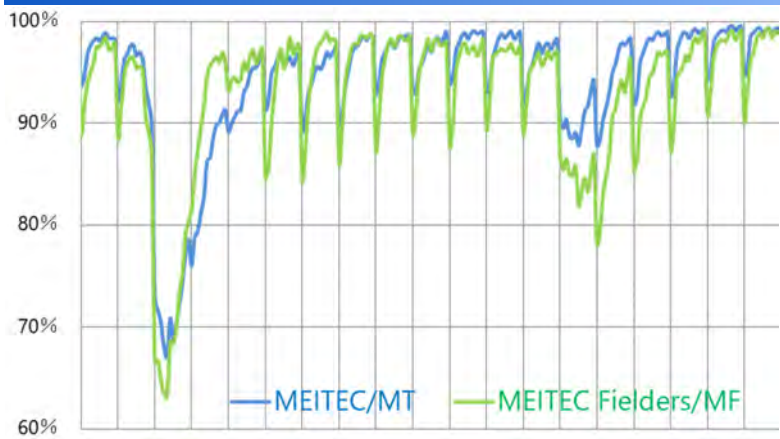
Mid-career Hiring Results: Meitec Fielders

1. The number of mid-career hires was down 65 year on year, and 78 lower than target
2. There were challenges in persuasion at the final stage, and support for securing recruitment acceptance was insufficient
3. Standardizing the recruitment process and providing appropriate information to deepen applicants' understanding remain challenges

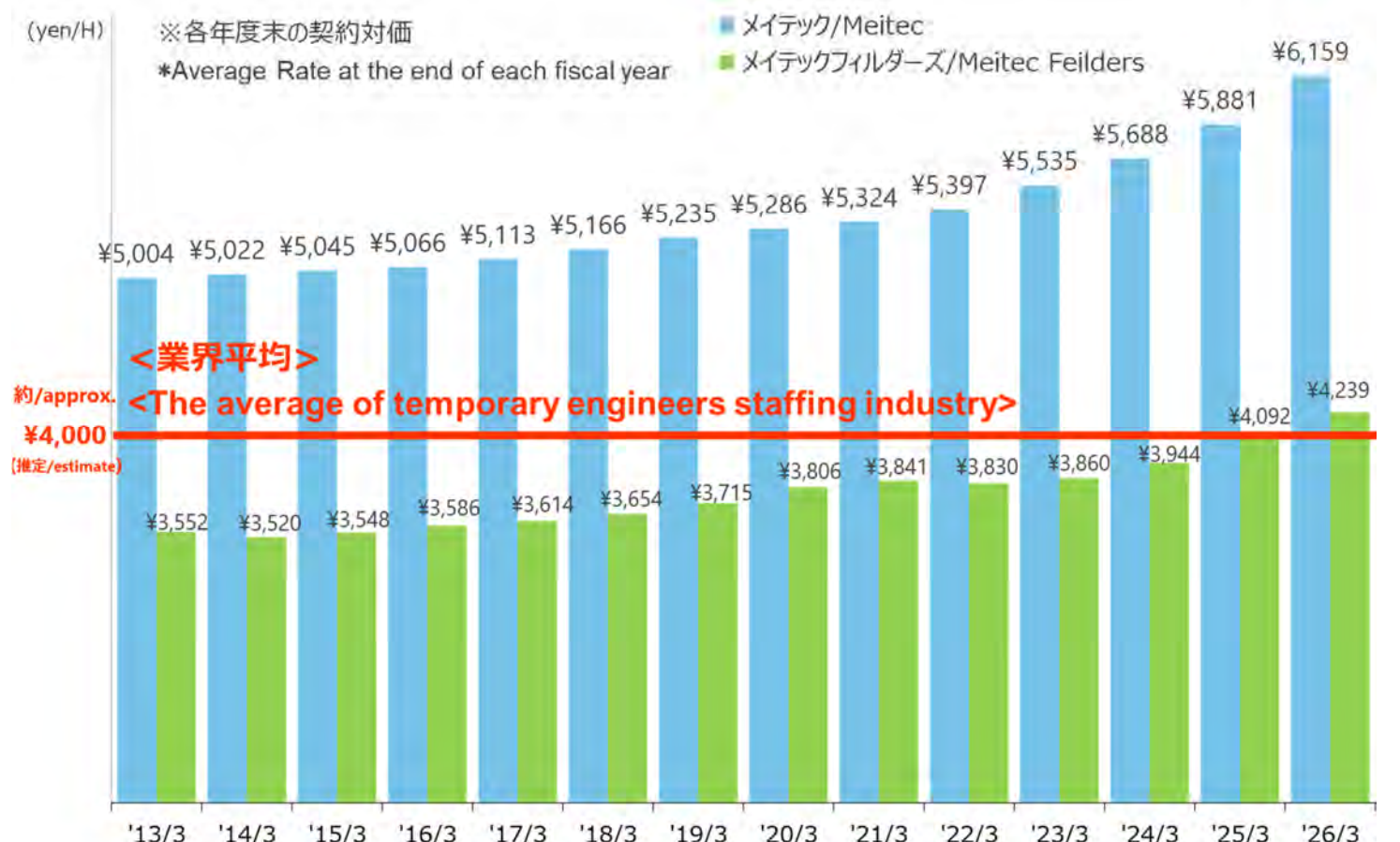
Mid-career Hiring Targets: Meitec Fielders

1. Target 400 mid-career hires, up 178 year on year
2. Continue to adhere to hiring standards
3. Review the selection process and decision criteria in light of the stagnating acceptance rate
4. Implement measures to strengthen the promotion of a concrete image of job content and career development

Utilization Ratio



Trend in Average Rate = (Market Value)

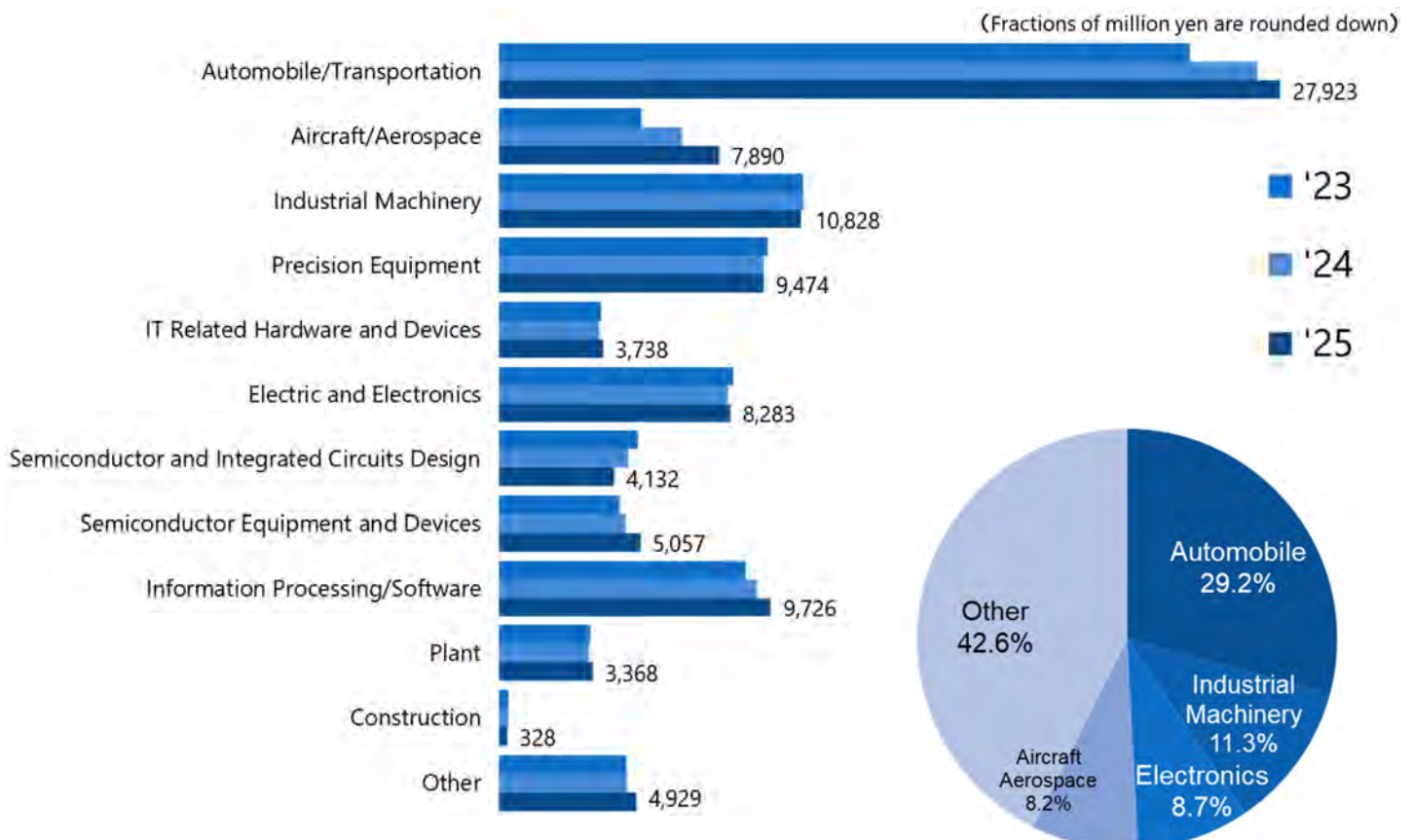


Top 10 Clients by Sales (MEITEC)

5 Years ago			Previous year			(Fractions of one million yen are rounded down)		
FY2020			FY2024			FY2025		
1	Mitsubishi Heavy Industries		1	Denso		1	Denso	
2	Denso		2	Mitsubishi Heavy Industries		2	Mitsubishi Heavy Industries	
3	Sony Semiconductor Solutions		3	Sony Semiconductor Solutions		3	Sony Semiconductor Solutions	
4	Toyota Motor		4	Nikon		4	Hitachi High-Tech	
5	Panasonic		5	Hitachi High-Tech		5	Nikon	
6	Nikon		6	Honda Motor		6	Honda Motor	
7	Denso Ten		7	Denso Ten		7	Toyota Motor	
8	Hitachi High-Tech		8	Subaru		8	Subaru	
9	Subaru		9	Yamaha Motor		9	Yamaha Motor	
10	Nippon Steel		10	Toyota Motor		10	Denso Ten	
Top 10 Total	17,589	24.6%	Top 10 Total	24,023	26.0%	Top 10 Total	26,306	27.5%
Top 20 Total	25,145	35.2%	Top 20 Total	33,843	36.6%	Top 20 Total	36,976	38.6%
Others	46,308	64.8%	Others	58,642	63.4%	Others	58,706	61.4%
Total	71,452	100.0%	Total	92,486	100.0%	Total	95,682	100.0%

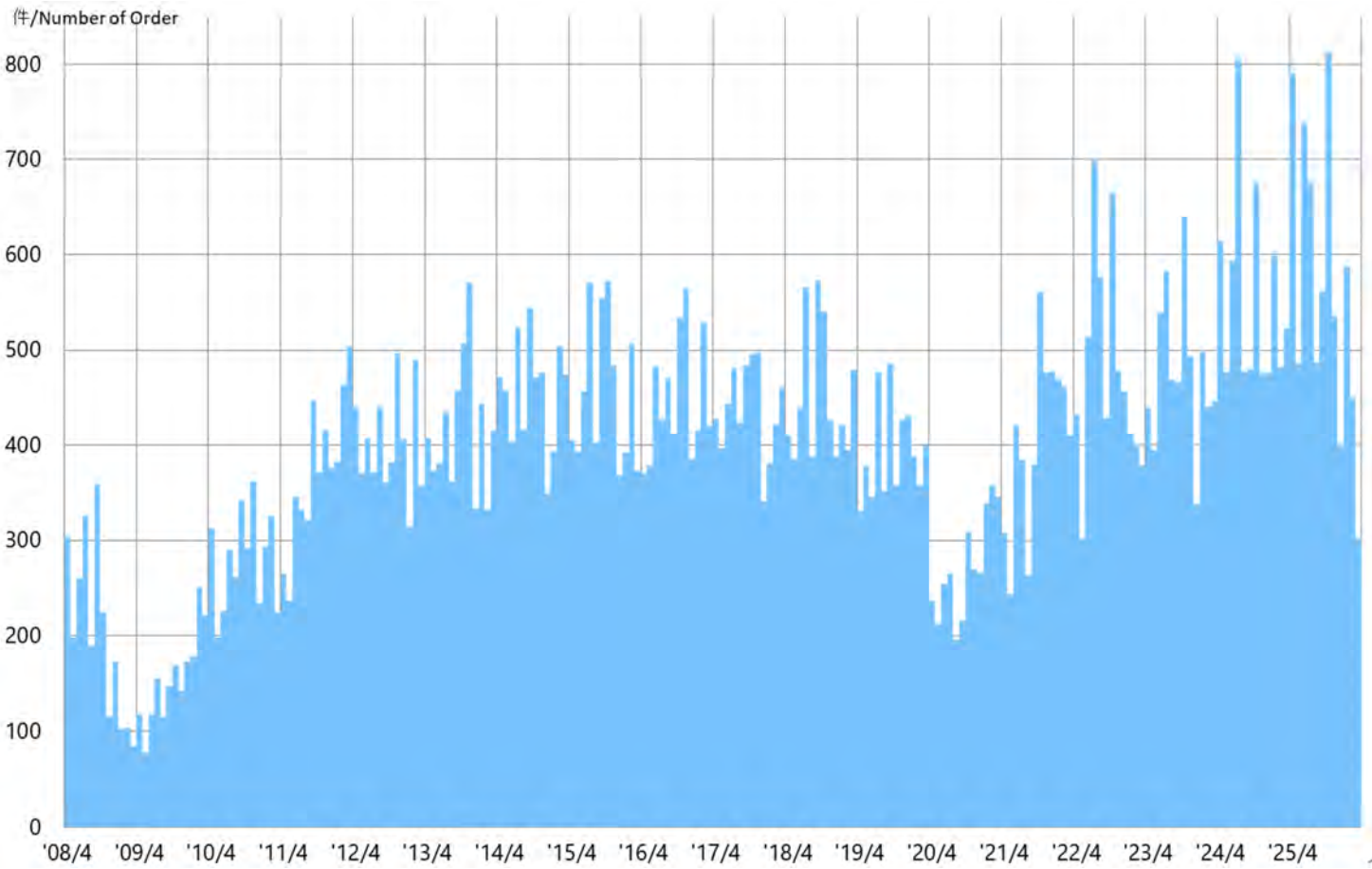
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Sales by the Industrial Segments (MEITEC)

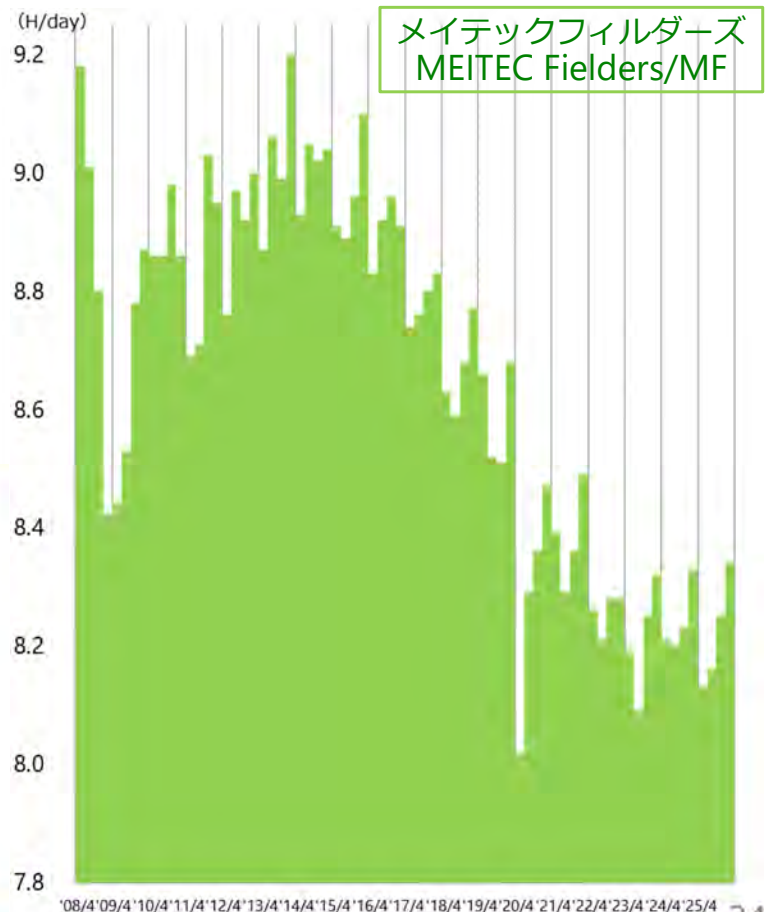
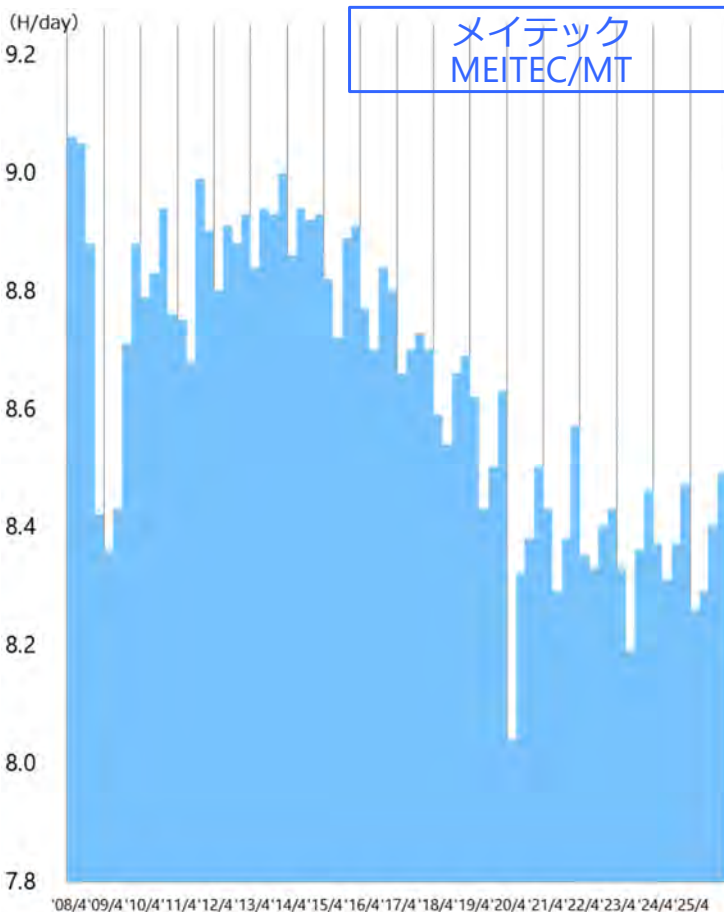


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Trend in New Orders by Month (MEITEC)



Working Hours



2. Forecasts for the Fiscal Year Ending March 31, 2027

Fiscal Year Ending March 2027, special matters regarding the proper use of earnings forecasts

1. The earnings forecasts are subject to the “Disclaimer regarding forward-looking statements” on the following page and the section titled “Proper use of earnings forecasts and other special matters (Disclaimer regarding Forward-Looking Statements)” in the Summary of Consolidated Financial Results. These forecasts are based on information currently available to management and on certain assumptions. In particular, they are based on the business results for the fiscal year ended March 31, 2026, as of the announcement date of May 12, 2026.
2. The following are Cautionary notes regarding the financial Results for the fiscal year ended March 31, 2026

Cautionary notes regarding Financial Results for the Fiscal Year Ended March 31, 2026

1. As disclosed on May 11, 2026 (Monday) in "Notice Concerning Interim Dividend Paid in Excess of Distributable Amount," audit procedures are still ongoing as of the announcement on May 12, 2026 (Tuesday).
2. Please see page 4 for details.

Regarding the year-end dividend, we will make a decision and announce it promptly upon completion of the audit procedures

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

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1. Net sales are expected to reach a record high of over 140 billion yen, but the growth rate is anticipated to decline due to difficulties in recruitment.
2. Operating profit is expected to exceed the record high of 20 billion yen, despite an increase in selling, general and administrative expenses due to strengthened recruitment efforts.
3. Profit is expected to decrease. The reasons are twofold:
 - (1) Abolition of preferential measures in the tax system promoting wage increases
 - (2) Disappearance of extraordinary income
4. Since PBR exceeds 3, the entire profit distribution will be allocated to dividends, and a reduction in dividends is expected in line with the anticipated decrease in profit.

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Forecast for the Fiscal Year Ending March 31, 2027 (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	140,800	+3,113	+2.3%	69,500	+1,147	+1.7%	71,300
Cost of sales	102,900	+1,505	+1.5%	50,800	+708	+1.4%	52,100
SG&A Expenses	17,400	+1,011	+6.2%	9,200	+1,002	+12.2%	8,200
Operating profit	20,500	+596	+3.0%	9,500	-563	-5.6%	11,000
Operating profit margins	14.6%	+0.1%		13.8%	-0.9%		15.4%
Ordinary profit	20,700	+598	+3.0%	9,600	-572	-5.6%	11,100
Profit attributable to owners of parent	13,900	-1,151	-7.7%	6,500	-433	-6.3%	7,400
Earnings per Share	180.04	-14.92		84.19	-5.61		

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Forecast for the Fiscal Year Ending March 31, 2027 (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	97,000	+1,317	+1.4%	48,100	+603	+1.3%	48,900
Cost of sales	69,100	+227	+0.3%	34,300	+264	+0.8%	34,800
Cost of sales to Net sales	71.2%	-0.8%		71.0%	-0.7%		71.2%
SG&A Expenses	11,400	+524	+4.8%	6,100	+692	+12.8%	5,300
Operating profit	16,500	+566	+3.6%	7,700	-353	-4.4%	8,800
Operating profit margins	17.0%	+0.3%		16.1%	-0.9%		18.0%
Ordinary profit	16,500	+514	+3.2%	7,700	-381	-4.7%	8,800
Profit	11,200	-181	-1.6%	5,200	-345	-6.2%	6,000
Utilization ratio (Company-wide)	98.4%	-0.1%		97.8%	—		99.0%
Working Hours <h/day>	8.36	—		8.28	—		8.45
Number of Recruitment	375	-29					
Newly graduated	225	-83					
Mid-career	150	+54					
Turnover Ratio	6.0%	-0.1%					
				400			To Apr. of the previous year + 175

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Forecast for the Fiscal Year Ending March 31, 2027 (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	38,200	+1,491	+4.1%	18,700	+458	+2.5%	19,500
Cost of sales	30,260	+1,016	+3.5%	14,800	+361	+2.5%	15,460
Cost of sales to Net sales	79.2%	-0.5%		79.1%	-0.1%		79.3%
SG&A Expenses	4,500	+535	+13.5%	2,230	+246	+12.4%	2,270
Operating profit	3,440	-59	-1.7%	1,670	-149	-8.2%	1,770
Operating profit margins	9.0%	-0.5%		8.9%	-1.1%		9.1%
Ordinary profit	3,400	-116	-3.3%	1,600	-228	-12.5%	1,800
Profit	2,300	-380	-14.2%	1,100	-149	-12.0%	1,200
Utilization ratio (Company-wide)	97.1%	-0.1%		95.9%	+0.3%		98.2%
Working Hours <h/day>	8.22	—		8.14	—		8.29
Number of Recruitment	677	+118					
Newly graduated	277	-60					
Mid-career	400	+178					
Turnover Ratio	11.1%	-0.7%					
				450			To Apr. of the previous year + 173

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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

Comments on Dividend Forecasts

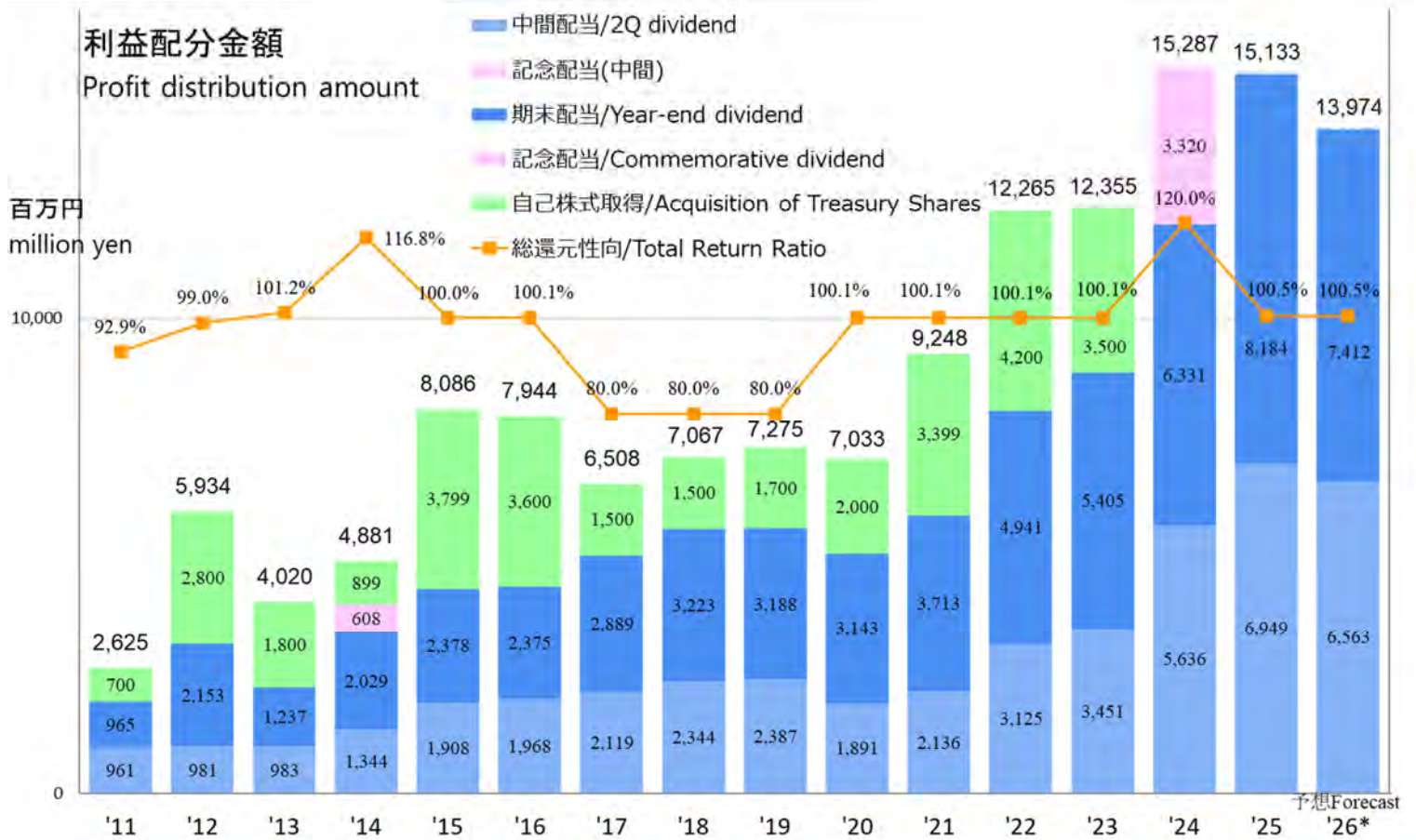
1. The year-end dividend per share for FY2025 is 106 yen, which is 15 yen higher than the announced forecast
→ The annual dividend will be 196 yen, which is a 2 yen decrease compared to FY2024. However, if the 30 yen commemorative dividend is excluded, it effectively represents a 28 yen increase
2. For FY2026, it is expected that the entire forecasted profit of 13.9 billion yen will be distributed as dividends
→ The annual dividend per share is projected to be 181 yen, which is a decrease of 15 yen

Regarding Profit Distribution

2H of FY2024: Main feedback from investors

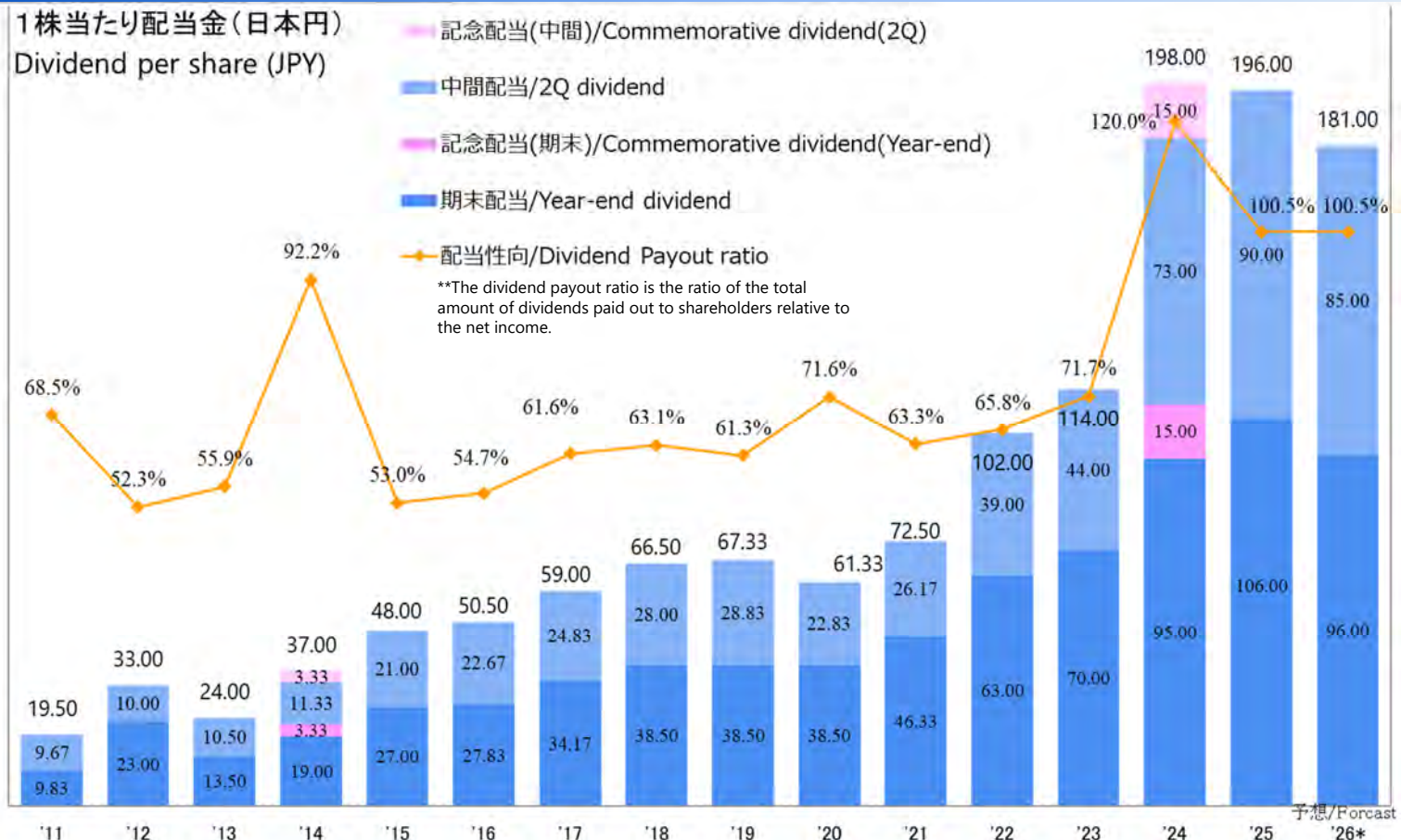
- ◆ The downward revision of the dividend forecast is very disappointing and leaves a bad impression. What is the point of doing this so mechanically? (Many comments immediately after the announcement of 2Q results)
 - ✓ Payments of the employee compensation and benefits system for Group companies is 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.

Results and Forecast of Profit Distribution



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Results and Forecast of Dividend



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3. Mid-term Plan 2028

Cautionary Notes Regarding Descriptions in the Mid-term Management Plan

1. The quantitative targets disclosed in this document for the Mid-term Management Plan are different from the earnings forecasts. Serious global issues such as those in the Middle East and other regions, as well as concerns about their prolongation, are not reflected in the new Mid-term Management Plan.
2. The quantitative targets and other information in this document merely indicate the medium- to long-term strategy based on the strong commitment of the management team. The Company is not obligated to update this information.
3. For the official earnings forecast, please refer to the financial results summary disclosed in accordance with the stock exchange regulations.

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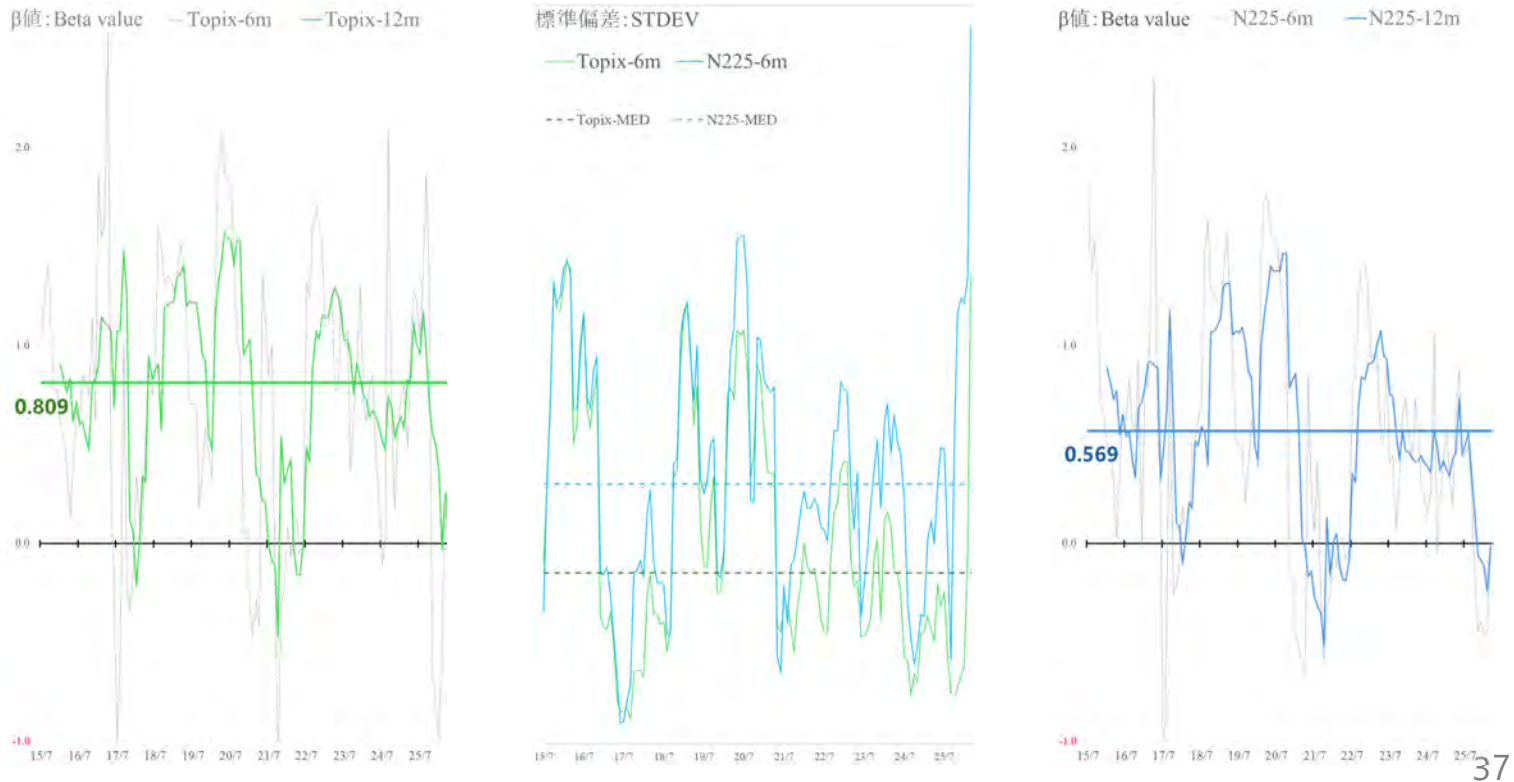
Summary of the previous medium-term plan (3 years up to FY2025)

単位: 億円 Unit: 100 million yen	グループ連結 Group Consolidated			エンジニアリングソリューション事業 Engineering Solutions Business						エンジニア紹介事業 Recruiting & Placement Biz for Engineers		
				メイテック MEITEC			メイテックフィルダーズ Meitec Fielders			メイテックネクスト Meitec Next		
	中期計画 Mid-Term Plan	2025年度実績 Results FY 2025	計画比 Compared	中期計画 Mid-Term Plan	2025年度実績 Results FY 2025	計画比 Compared	中期計画 Mid-Term Plan	2025年度実績 Results FY 2025	計画比 Compared	中期計画 Mid-Term Plan	2025年度実績 Results FY 2025	計画比 Compared
売上高 Net Sales	1,450	1,376	95%	950	956	101%	445	367	82%	18	13	73%
営業利益 Operating Profit	190	199	105%	143	159	111%	45	34	76%	6	5	78%
営業利益率 Margin	13%	14.5%		15%	16.7%		10%	9.5%		33%	35.5%	
当期純利益 Profit	130	150	115%	2025年度業績は当社史上最高となりました。 また、利益は中期計画を達成しました。 しかしながら、売上高は中期計画を下回りました。								
ROE	30%	30.9%		The results for FY2025 were the highest in the Company's history. Additionally, profit met the targets of the Mid-term Management Plan. However, net sales fell short of targets in the Mid-term Management Plan.								

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Medium-Term Plan 2028

Feedback from investors: Even as AI advances, the Company should actively highlight the robustness of its business and unwavering strengths.



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Medium-Term Plan 2028

単位: 億円 Unit: 100 million yen	グループ連結 Group Consolidated			エンジニアリングソリューション事業 Engineering Solutions Business						エンジニア紹介事業 Recruiting & Placement Biz for Engineers		
				メイテック MEITEC			メイテックフィルダーズ Meitec Fielders			メイテックネクスト Meitec Next		
	25年度実績 Results FY'25	28年度計画 Plan FY'28	3年成長率 3Y growth rate	25年度実績 Results FY'25	28年度計画 Plan FY'28	3年成長率 3Y growth rate	25年度実績 Results FY'25	28年度計画 Plan FY'28	3年成長率 3Y growth rate	25年度実績 Results FY'25	28年度計画 Plan FY'28	3年成長率 3Y growth rate
売上高 Net Sales	1,376	1,600	116%	956	1,060	111%	367	500	136%	13	17	126%
営業利益 Operating Profit	199	230	116%	159	180	113%	34	50	147%	5	6	123%
営業利益率 Margin	14.5%	14%		16.7%	17%		9.5%	10%		35.5%	35%	
当期純利益 Profit	150	170	113%									
ROE	30.9%	30%超 Exceeding 30%										

足元の業績に基づき、成長率予測は過去と比較して弱含みです。しかし、生産性向上に努め、高い利益率を維持していく計画です。

Based on the current performance, the growth rate forecast is weaker compared to the past. However, we plan to strive for improved productivity and maintain a high profit margin.

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1. Maintaining a strong financial foundation

We will maintain a strong financial foundation capable of withstanding rapid market changes due to the deterioration of global conditions.

2. A diverse portfolio

We are deeply grateful that our business is supported by a large, diverse, and numerous customer base.

Risks are diversified as a result. We will continue to maintain our independence and strive not to belong to any specific organization. However, we will maintain our policy of not engaging in takeover defenses.

Furthermore, we take seriously the criticism that our business is overly focused on the human aspect of engineering. We will concentrate on the technical side and aim to strengthen profitability and diversify risks by solving challenges with cutting-edge technologies in various fields.

3. Maintaining policies such as profit distribution

We will maintain our profit distribution policy, which is based on the stability of cash flow. And we will strive to maintain a high level of ROE without relying excessively on leverage.

However, we recognize the need to be cautious not only from the perspective of interest rate normalization but also regarding the criticism of excessive adherence to our financial foundation. From a medium- to long-term perspective, we will actively allocate funds to investment targets deemed reasonable and strive to adopt appropriate methods after carefully considering dialogue with the capital markets.

MEITEC

- ✓ Beyond the high-end zone
- Leverage strong and robust relationships to break through
 - Break through our limits using strong relationships as a weapon
 - Towards becoming a group of engineers who constantly grow by challenging themselves with new technologies
 - Accelerate recruitment and training at our engineering centers
→ Reorganization of business channels
 - Redesign operations to handle high-speed, high-volume, and direct processing, thereby improving productivity
→ The challenge to move beyond the high-end zone continues

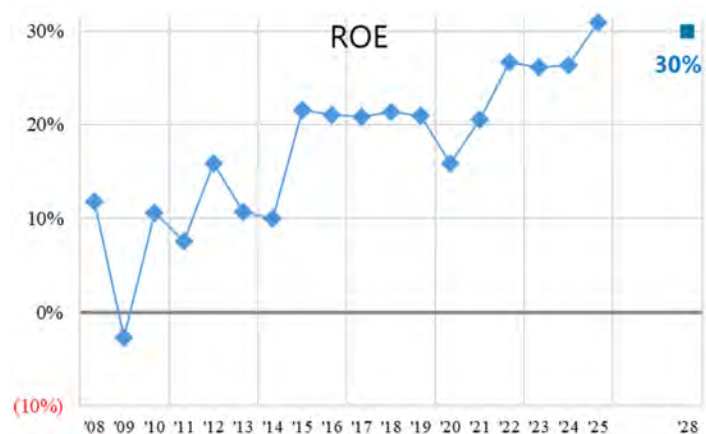
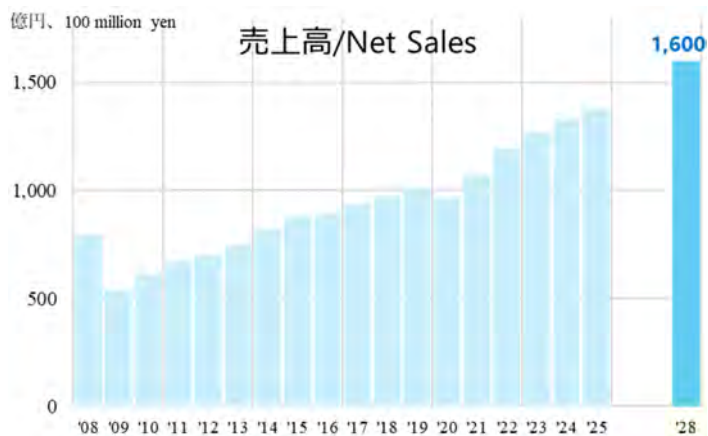
Meitec Fielders

- ✓ Accelerate growth by making quick decisions in the sales field
- Implement thorough speed management in the sales field
 - With immediate response, decision, and action, we will never halt the technical operations and recruitment processes
 - Directly, massively, and swiftly handle recruitment, orders, and assignments on the sales field
 - We aim to maximize value through strong collaboration among engineers and adjustments to incentives.
→ The challenge to become No.1 company in the Mid-range zone continues

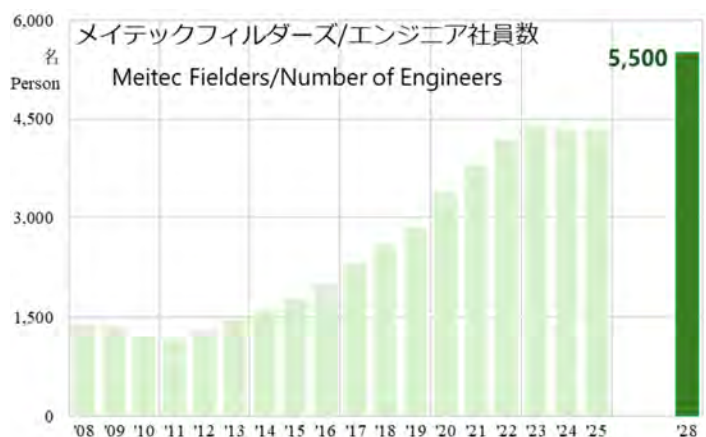
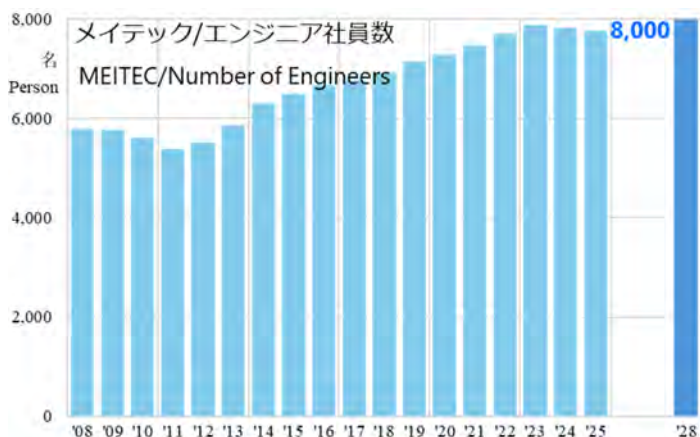
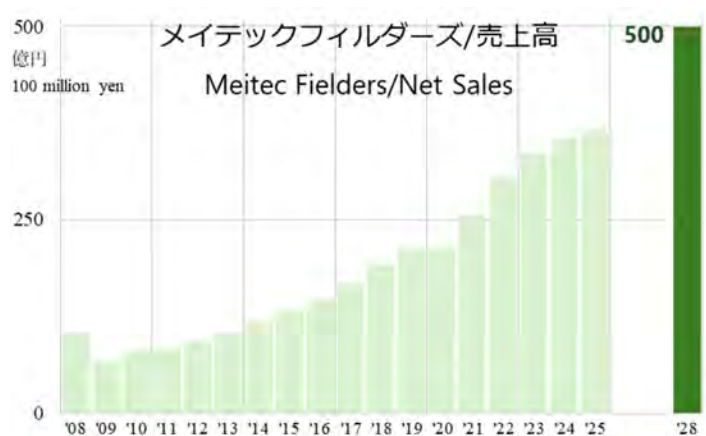
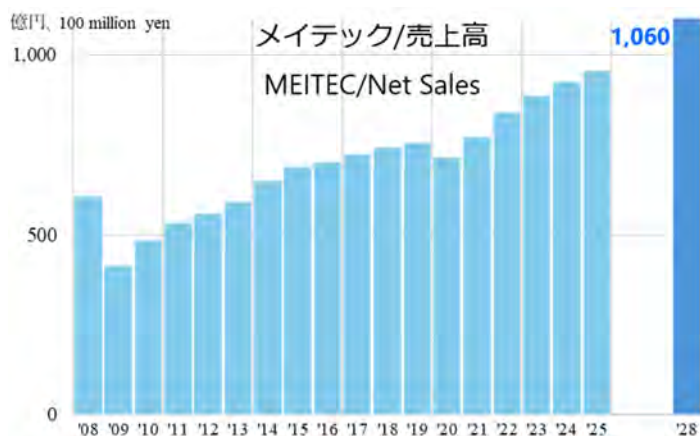
Meitec Next

- ✓ Focus on high difficulty and high prices.
- Transform the structure and earn through our employees' "sound judgment."
 - Distinguish ourselves from the markets where differentiation is difficult, carefully select where to compete, and focus on areas with high difficulty and high prices
 - Redesign operations, rebuild personnel and foundation, and aim for maximum results with minimal resources
→ Employees focus on "judgment."
 - We earn through sound judgment and continue to generate high profit margins.
→ The challenge to become No.1 company supported by many engineers continues

Medium-Term Plan 2028



Medium-Term Plan 2028



4. Reference Materials

Cautionary notes regarding Financial Results for the Fiscal Year Ended March 31, 2026

- As disclosed on May 11, 2026 (Monday) in "Notice Concerning Interim Dividend Paid in Excess of Distributable Amount," audit procedures are still ongoing as of the announcement on May 12, 2026 (Tuesday).
- Please note that the information presented below is current as of the announcement on May 12, 2026 (Tuesday) and may differ materially from the latest information.

Fiscal Year Ending March 2027, special matters regarding the proper use of earnings forecasts

The earnings forecasts are subject to the "Disclaimer regarding forward-looking statements" on the 26 page and the section titled "Proper use of earnings forecasts and other special matters (Disclaimer regarding Forward-Looking Statements)" in the Summary of Consolidated Financial Results. These forecasts are based on information currently available to management and on certain assumptions. In particular, they are based on the business results for the fiscal year ended March 31, 2026, as of the announcement date of May 12, 2026.

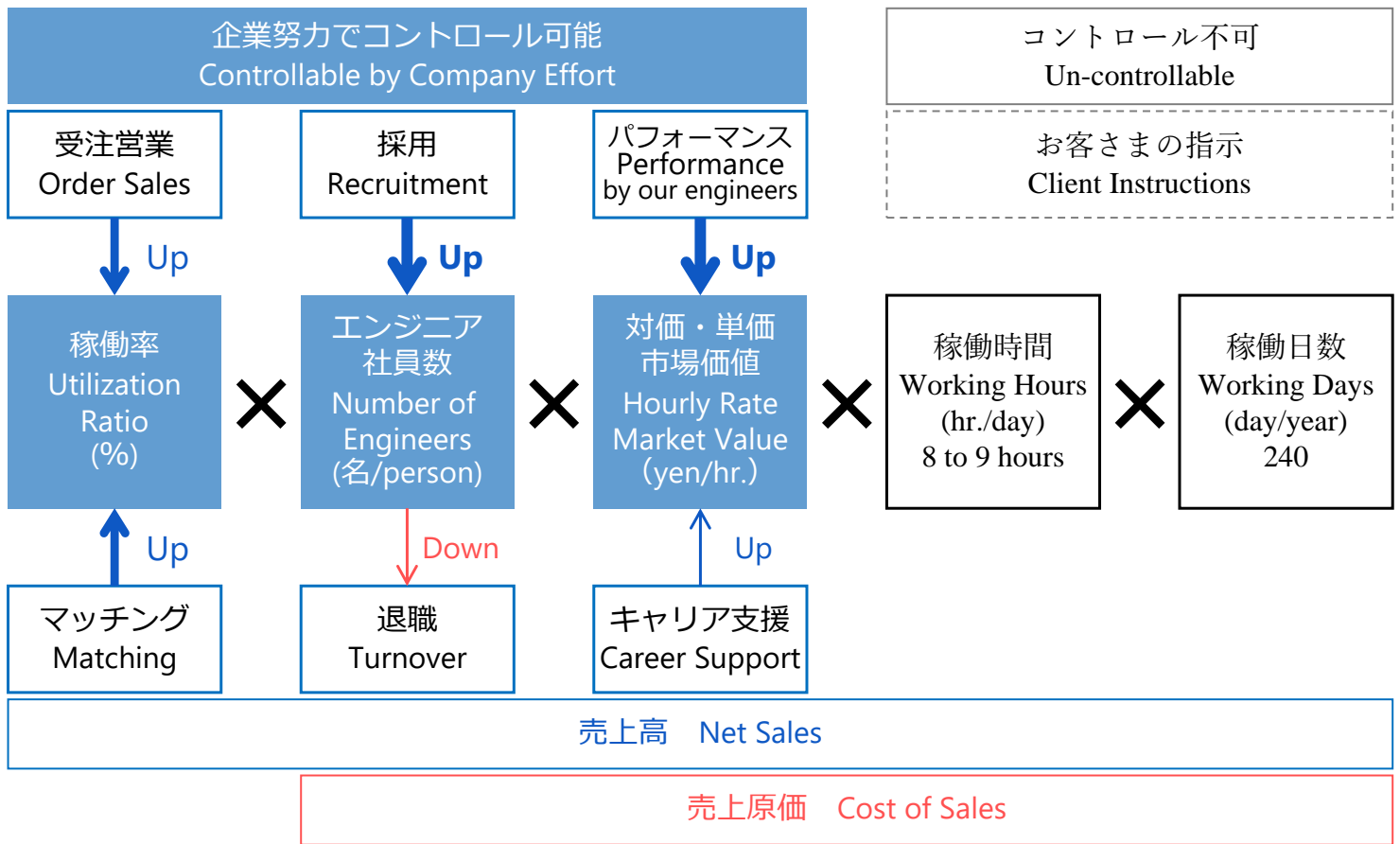
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Forecast for the Fiscal Year Ending March 31, 2027

(Millions of yen)	Engineering Solutions Business			Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec Next
Net sales	97,000	38,200	4,390	1,470
YoY Amount	+1,317	+1,491	+164	+148
% Change	+1.4%	+4.1%	+3.9%	+11.2%
Operating profit	16,500	3,440	320	500
YoY Amount	+566	-59	—	+31
% Change	+3.6%	-1.7%	-0.2%	+6.7%
Margin	16.8%	10.1%	7.5%	37.1%
% Change	+1.0%	+0.2%	+1.2%	-1.7%
Ordinary profit	16,500	3,400	320	500
Profit	11,200	2,300	200	320

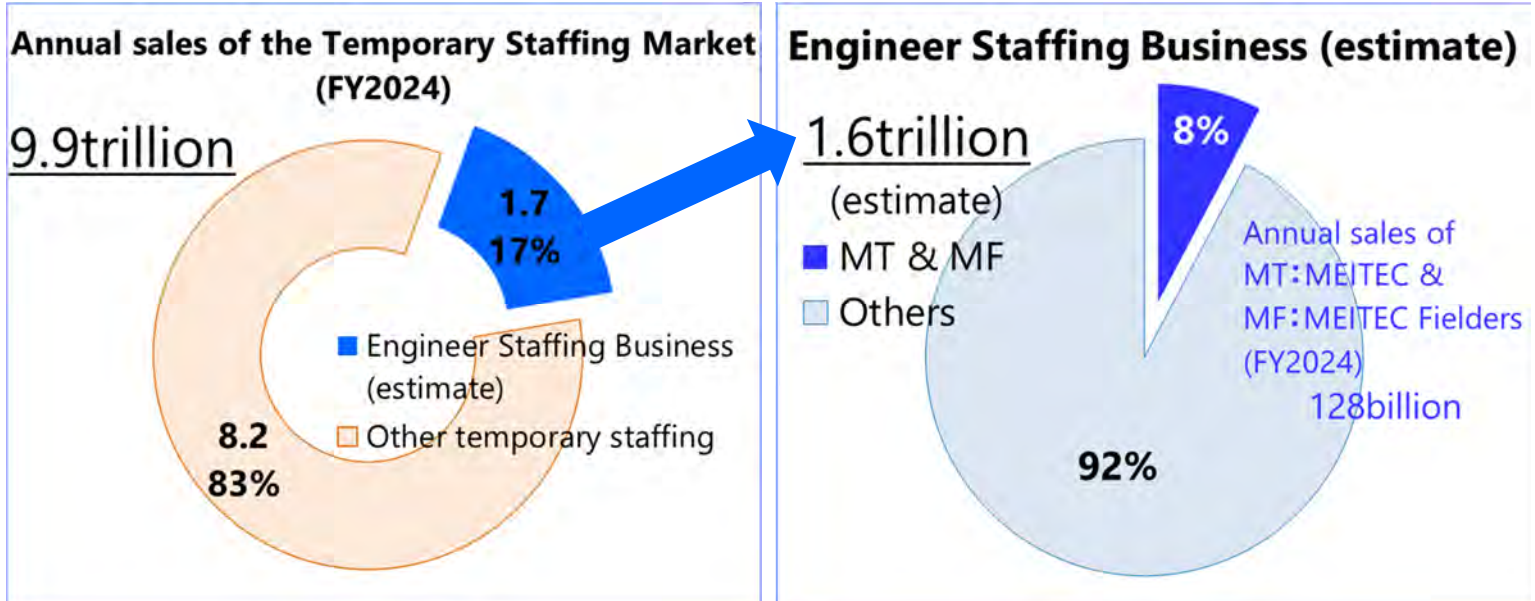
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売上高・原価の概要 / Sales and Cost Overview



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Market of Engineer Staffing Business (estimate)



2026年3月/March-2026

MEITEC

¥6,159

MEITEC Fielders

¥4,239

エンジニア派遣(推定)

Engineer Staffing(estimate)

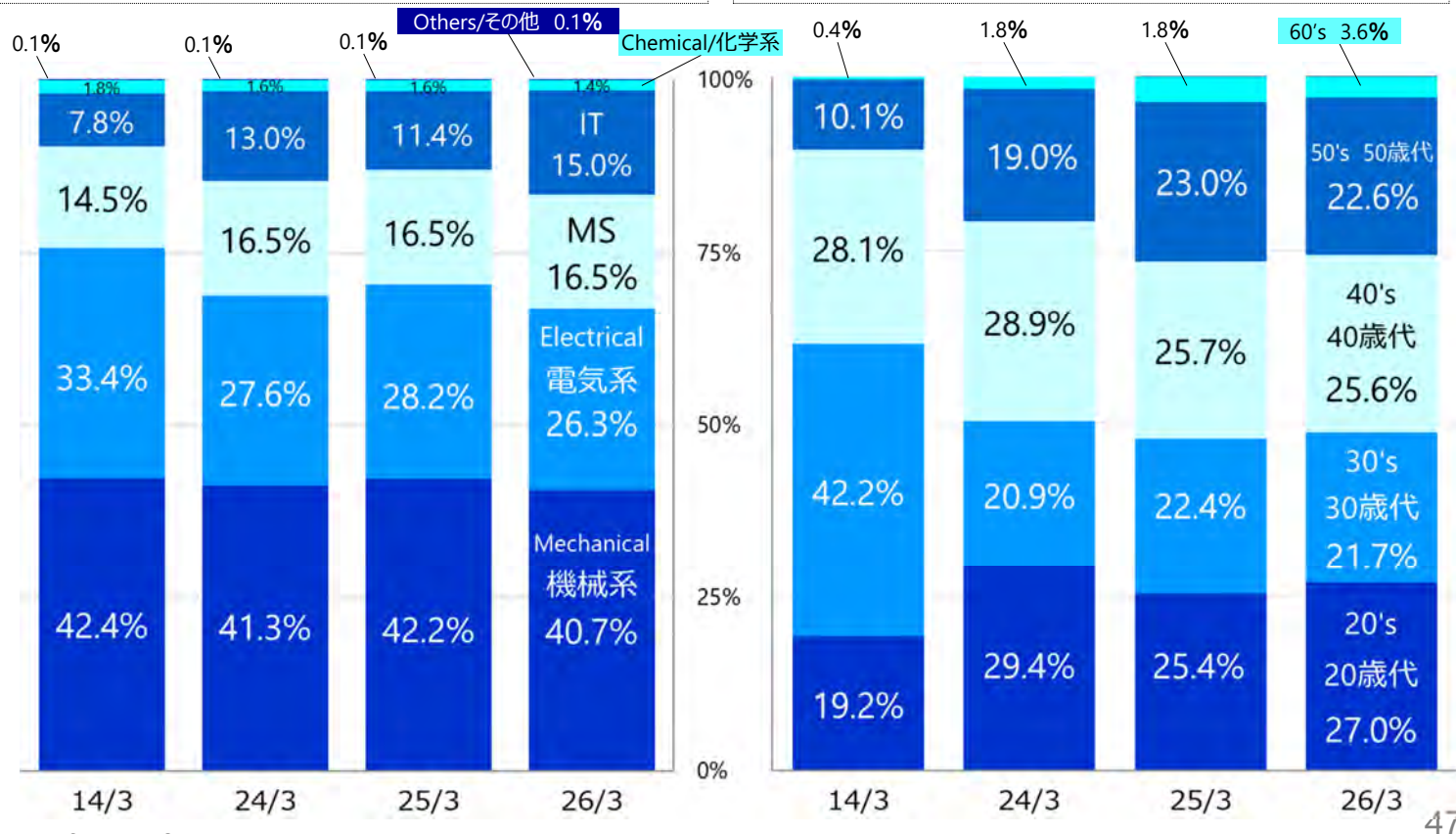
¥4,000

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Distribution of Engineers by Technical Fields and Age (MEITEC)

技術分野/Technical field

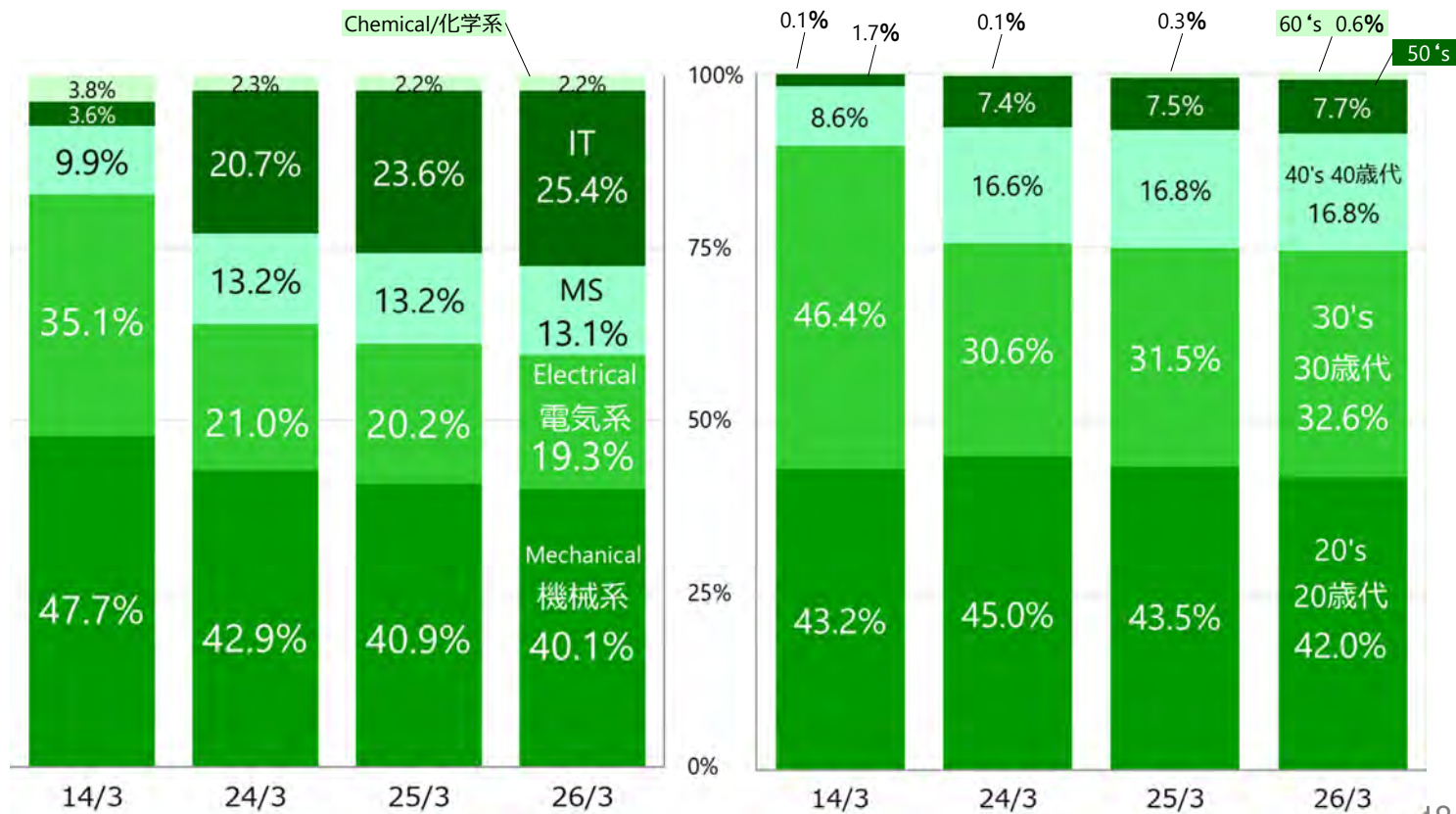
年齢/According to age



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

技術分野/Technical field

年齢/According to age



Sales by the Industrial Segments (MEITEC)

(Fractions of one million yen are rounded down)

Meitec	FY2021	FY2022	FY2023	FY2024	FY2025			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	21,161	22,769	24,700	27,122	27,923	29.2%	+800	+3.0%
Aircraft/Aerospace	3,936	4,198	5,094	6,561	7,890	8.3%	+1,329	+20.3%
Industrial Machinery	10,154	11,101	10,886	10,898	10,828	11.3%	-69	-0.6%
Precision Equipment	8,339	9,139	9,633	9,492	9,474	9.9%	-17	-0.2%
IT Related Hardware and Devices	3,658	3,623	3,663	3,614	3,738	3.9%	+124	+3.5%
Electric and Electronics	7,437	8,156	8,376	8,198	8,283	8.7%	+84	+1.0%
Semiconductors and Integrated Circuits Design	4,636	4,990	4,976	4,634	4,132	4.3%	-501	-10.8%
Semiconductor Equipment and Devices	3,372	3,897	4,332	4,532	5,057	5.3%	+525	+11.6%
Information Processing/Software	6,964	7,996	8,810	9,220	9,726	10.2%	+506	+5.5%
Plant	2,878	3,107	3,264	3,239	3,368	3.5%	+128	+4.0%
Construction	357	374	345	361	328	0.3%	-32	-8.9%
Others	4,112	4,409	4,569	4,610	4,929	5.2%	+318	+6.9%
Total	77,010	83,765	88,653	92,486	95,682	100.0%	+3,196	+3.5%

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Sales by the Industrial Segments (MEITEC Fielders)

(Fractions of one million yen are rounded down)

Meitec Fielders	FY2021	FY2022	FY2023	FY2024	FY2025			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	6,996	7,849	8,829	9,687	10,543	28.7%	+855	+8.8%
Aircraft/Aerospace	420	393	562	928	1,276	3.5%	+348	+37.6%
Industrial Machinery	4,699	5,764	6,285	6,730	6,913	18.8%	+182	+2.7%
Precision Equipment	3,375	3,654	3,934	4,035	3,786	10.3%	-249	-6.2%
IT Related Hardware and Devices	629	685	805	793	809	2.2%	+15	+2.0%
Electric and Electronics	2,549	3,108	3,456	3,226	3,100	8.4%	-125	-3.9%
Semiconductors and Integrated Circuits Design	882	1,087	1,128	1,132	1,051	2.9%	-81	-7.2%
Semiconductor Equipment and Devices	1,476	1,826	1,804	1,661	1,682	4.6%	+21	+1.3%
Information Processing/Software	1,881	2,693	3,056	3,215	3,100	8.4%	-115	-3.6%
Plant	1,079	1,139	1,317	1,370	1,670	4.6%	+299	+21.9%
Construction	27	48	43	28	48	0.1%	+20	+71.8%
Others	1,795	2,220	2,437	2,735	2,725	7.4%	-9	-0.4%
Total	25,814	30,471	33,662	35,544	36,708	100.0%	+1,163	+3.3%

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Trend of Performances (Group Consolidated)

(Millions of Yen)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Net sales	87,888	89,979	93,618	97,736	100,995	96,626	107,140	119,069	126,976	133,068	137,686
Cost of sales	64,661	66,417	69,250	71,701	73,823	72,203	78,917	86,360	92,741	97,135	101,394
Cost of sales to Net sales	73.6%	73.8%	74.0%	73.4%	73.1%	74.7%	73.7%	72.5%	73.0%	73.0%	73.6%
Gross profit	23,227	23,561	24,368	26,035	27,171	24,422	28,223	32,708	34,234	35,933	36,291
Selling, general and administrative	12,352	12,418	12,910	13,399	14,245	14,188	15,405	16,245	16,573	17,102	16,388
SG&A expenses to	14.1%	13.8%	13.8%	13.7%	14.1%	14.7%	14.4%	13.6%	13.1%	12.9%	11.9%
Operating profit	10,874	11,142	11,458	12,635	12,926	10,234	12,817	16,462	17,660	18,830	19,903
Operating profit margins	12.4%	12.4%	12.2%	12.9%	12.8%	10.6%	12.0%	13.8%	13.9%	14.2%	14.5%
Non-operating income	29	20	19	15	55	81	144	89	44	94	208
Non-operating expenses	58	17	11	7	6	9	13	11	37	12	10
Ordinary profit	10,845	11,145	11,465	12,643	12,975	10,306	12,948	16,540	17,667	18,911	20,101
Ordinary profit margins	12.3%	12.4%	12.2%	12.9%	12.8%	10.7%	12.1%	13.9%	13.9%	14.2%	14.6%
Extraordinary income	1,084	31	337	26	—	—	—	—	0	0	637
Extraordinary loss	65	45	262	18	3	4	5	3	6	621	102
Profit before income taxes	11,865	11,131	11,541	12,651	12,971	10,301	12,942	16,537	17,660	18,290	20,636
Total income taxes and others	3,781	3,193	3,409	3,822	3,878	3,272	3,701	4,285	5,317	5,550	5,584
Profit attributable to owners of parent	8,083	7,937	8,132	8,829	9,093	7,028	9,240	12,252	12,343	12,740	15,051
Profit margins	9.2%	8.8%	8.7%	9.0%	9.0%	7.3%	8.6%	10.3%	9.7%	9.6%	10.9%

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Trend of Performances (MEITEC)

(Millions of Yen)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Net sales	68,878	70,083	72,252	74,036	75,297	71,452	77,010	83,765	88,653	92,486	95,682
Cost of sales	50,884	52,013	53,861	54,620	55,138	53,438	56,503	60,117	63,769	66,257	68,872
Cost of sales to Net sales	73.9%	74.2%	74.5%	73.8%	73.2%	74.8%	73.4%	71.8%	71.9%	71.6%	72.0%
Gross profit	17,994	18,069	18,391	19,416	20,159	18,014	20,507	23,648	24,883	26,228	26,809
Selling, general and administrative	8,932	8,856	9,048	9,258	9,776	9,414	9,960	10,436	11,035	11,629	10,875
SG&A expenses to Net sales	13.0%	12.6%	12.5%	12.5%	13.0%	13.2%	12.9%	12.5%	12.4%	12.6%	11.4%
Operating profit	9,061	9,213	9,342	10,157	10,382	8,600	10,546	13,212	13,848	14,599	15,933
Operating profit margins	13.2%	13.1%	12.9%	13.7%	13.8%	12.0%	13.7%	15.8%	15.6%	15.8%	16.7%
Non-operating income	517	601	769	769	913	956	592	913	1,238	23	57
Non-operating expenses	52	16	6	6	5	8	13	11	20	8	5
Ordinary interests in income	9,526	9,798	10,105	10,921	11,290	9,547	11,125	14,113	15,066	14,614	15,985
Ordinary profit margins	13.8%	14.0%	14.0%	14.8%	15.0%	13.4%	14.4%	16.8%	17.0%	15.8%	16.7%
Extraordinary income	1,088	200	364	16	—	—	—	—	0	—	—
Extraordinary loss	50	222	261	52	2	4	5	3	6	1	102
Profit before income taxes	10,563	9,776	10,208	10,885	11,287	9,542	11,120	14,110	15,060	14,612	15,883
Total income taxes	3,171	2,702	2,747	3,117	3,174	2,719	3,068	3,391	4,391	4,359	4,501
Profit	7,391	7,073	7,461	7,768	8,112	6,823	8,051	10,719	10,668	10,253	11,381
Profit margins	10.7%	10.1%	10.3%	10.5%	10.8%	9.5%	10.5%	12.8%	12.0%	11.1%	11.9%

*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)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Net sales	13,327	14,865	16,981	19,336	21,383	21,308	25,814	30,471	33,662	36,708	36,708
Cost of sales	10,288	11,540	13,173	14,941	16,476	16,542	20,015	23,561	26,225	29,243	29,243
Cost of sales to Net sales	77.2%	77.6%	77.6%	77.3%	77.1%	77.6%	77.5%	77.3%	77.9%	79.7%	79.7%
Gross profit	3,039	3,325	3,808	4,394	4,906	4,765	5,798	6,910	7,436	7,464	7,464
Selling, general and administrative	1,834	1,978	2,351	2,660	2,962	3,586	4,067	4,375	4,336	3,964	3,964
SG&A expenses to	13.8%	13.3%	13.8%	13.8%	13.9%	16.8%	15.8%	14.4%	12.9%	10.8%	10.8%
Operating profit	1,204	1,346	1,456	1,734	1,944	1,178	1,731	2,534	3,100	3,499	3,499
Operating profit margins	9.0%	9.1%	8.6%	9.0%	9.1%	5.5%	6.7%	8.3%	9.2%	9.5%	9.5%
Non-operating income	—	1	—	1	1	—	1	0	3	18	18
Non-operating expenses	—	1	4	—	—	2	—	0	5	1	1
Ordinary profit	1,205	1,346	1,452	1,735	1,945	1,177	1,732	2,535	3,097	3,516	3,516
Ordinary profit margins	9.0%	9.1%	8.6%	9.0%	9.1%	5.5%	6.7%	8.3%	9.2%	9.6%	9.6%
Extraordinary income	—	—	1	—	—	—	—	—	—	—	—
Extraordinary loss	7	—	—	—	—	—	—	0	—	—	—
Profit before income taxes	1,198	1,346	1,453	1,735	1,945	1,177	1,732	2,535	3,097	3,516	3,516
Total income taxes	412	301	422	444	484	370	395	621	776	836	836
Profit	786	1,045	1,031	1,291	1,461	805	1,337	1,913	2,321	2,680	2,680
Profit margins	5.9%	7.0%	6.1%	6.7%	6.8%	3.8%	5.2%	6.3%	6.9%	7.3%	7.3%

Trend of Performances (MEITEC Next)

(Millions of Yen)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Net sales	1,321	1,483	1,662	1,762	1,639	1,216	1,530	1,681	1,398	1,465	1,321
Cost of sales											
Cost of sales to Net sales											
Gross profit	1,321	1,483	1,662	1,762	1,639	1,216	1,530	1,681	1,398	1,465	1,321
Selling, general and administrative	887	966	1,116	1,203	1,204	942	1,055	1,134	939	897	853
SG&A expenses to	67.1%	65.1%	67.2%	68.2%	73.5%	77.5%	69.0%	67.5%	67.2%	61.2%	64.5%
Operating profit	433	517	545	559	434	273	474	547	458	568	468
Operating profit margins	32.8%	34.9%	32.8%	31.8%	26.5%	22.5%	31.0%	32.5%	32.8%	38.8%	35.5%
Non-operating income	—	—	—	—	—	—	0	0	0	0	1
Non-operating expenses	—	—	—	—	1	—	0	—	—	—	—
Ordinary profit	433	517	545	559	432	274	474	547	458	568	469
Ordinary profit margins	32.8%	34.9%	32.8%	31.7%	26.4%	22.5%	31.0%	32.5%	32.8%	38.8%	35.5%
Extraordinary income	—	—	—	—	—	—	—	—	—	—	—
Extraordinary loss	—	—	—	—	—	—	—	—	0	—	—
Profit before income taxes	433	517	544	559	432	274	474	547	458	568	469
Total income taxes	145	182	193	198	152	96	169	190	158	198	161
Profit	288	334	350	361	279	177	305	356	299	370	307
Profit margins	21.8%	22.6%	21.1%	20.5%	17.1%	14.6%	20.0%	21.2%	21.4%	25.3%	23.2%

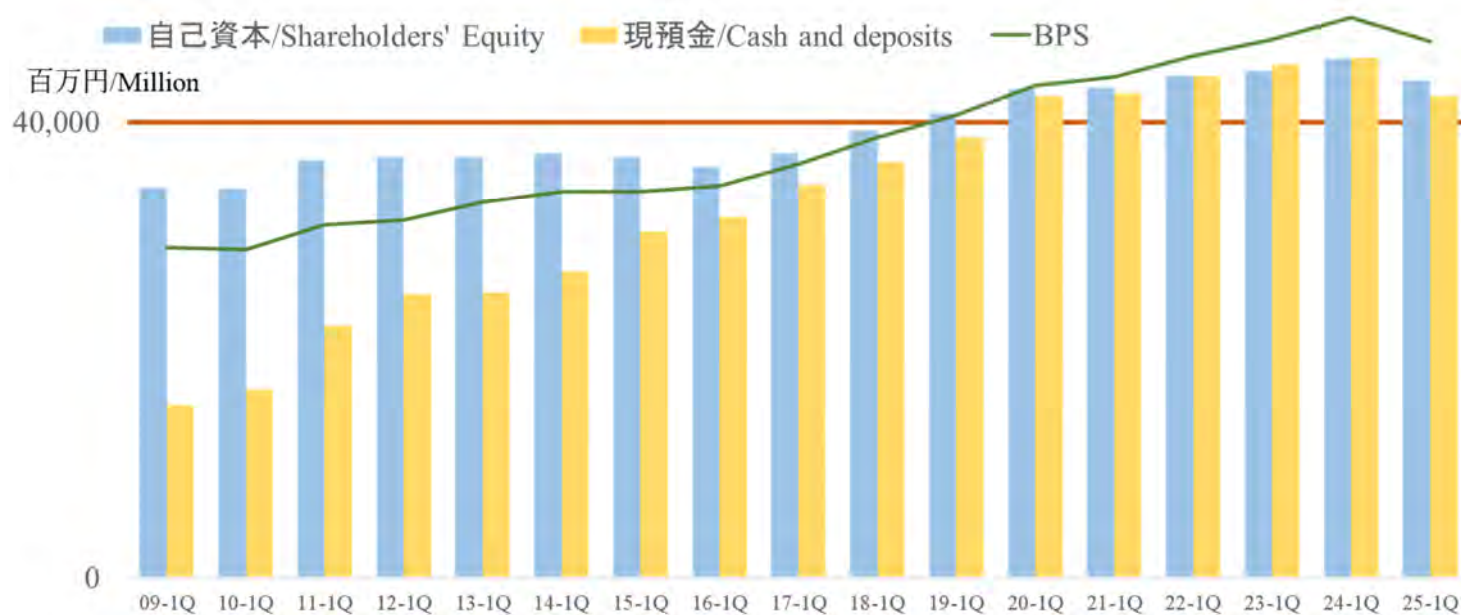
Trend of Balance Sheets (Group Consolidated)

(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	2026/3/31
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	52,839
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	18,501
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	72,840
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	3,695
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	16,973
Total assets	65,098	64,468	66,377	70,934	74,615	77,493	75,038	81,590	84,576	90,761	93,605	89,814
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	24,544
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	16,504
Total liabilities	27,532	26,862	28,523	30,794	32,244	33,166	30,566	36,302	37,856	43,064	44,828	41,049
Shareholders' equity	39,619	39,973	39,970	42,078	44,173	45,950	45,898	46,457	47,671	48,122	48,508	48,118
Other net assets	-2,054	-2,367	-2,116	-1,939	-1,802	-1,623	-1,426	-1,169	-951	-425	267	646
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	48,764

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	15,253
Cash flows from investing activities	-275	1,487	-325	-464	-240	-536	-307	-270	-446	-1,064	-998	13
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	-15,433
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	-166

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Shareholders' Equity and Cash and Deposit at the end of June



Note: The balance sheet at the end of June, immediately after dividends and bonuses to employees were paid, is closest to the original state.

- 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.

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Trend of Profit Distributions and Forecast

(Fractions of one million yen are rounded)	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Actual FY2025	Forecast FY2026	
Total Return Ratio	116.8%	100.0%	100.1%	80.0%	80.0%	80.0%	100.1%	100.1%	100.1%	100.1%	120.0%	100.5%	100.5%	
Dividend Payout ratio	92.2%	53.0%	54.7%	61.6%	63.1%	61.3%	71.6%	63.3%	65.8%	71.7%	120.0%	100.5%	100.5%	
Dividend on Equity	9.2%	11.4%	11.6%	12.9%	13.6%	12.9%	11.4%	13.1%	17.6%	18.8%	31.7%	31.0%		
Annual Dividends	Per Share	@¥37.00	@¥48.00	@¥50.50	@¥59.00	@¥66.50	@¥67.33	@¥61.33	@¥72.50	@¥102.00	@¥114.00	@¥198.00	@¥196.00	@¥181.00
	Millions of Yen	3,373	4,286	4,344	5,008	5,567	5,575	5,033	5,848	8,065	8,855	15,287	15,133	13,974
2nd Quarter	Per Share	@¥14.67	@¥21.00	@¥22.67	@¥24.83	@¥28.00	@¥28.83	@¥22.83	@¥26.17	@¥39.00	@¥44.00	@¥88.00	@¥90.00	@¥85.00
	Millions of Yen	1,344	1,908	1,968	2,119	2,344	2,387	1,891	2,136	3,125	3,451	6,794	6,949	6,563
Year-end	Per Share	@¥22.33	@¥27.00	@¥27.83	@¥34.17	@¥38.50	@¥38.50	@¥38.50	@¥46.33	@¥63.00	@¥70.00	@¥110.00	@¥106.00	@¥96.00
	Millions of Yen	2,029	2,378	2,375	2,889	3,223	3,188	3,143	3,713	4,941	5,405	8,493	8,184	7,412
Acquisition of Treasury Shares	Thousands of shares	269	921	915	257	280	303	390	500	1,704	1,400			
	Millions of Yen	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	4,273	8,086	7,944	6,508	7,067	7,275	7,033	9,248	12,265	12,355	15,287	15,133	13,974
Retirement of Treasury Stock	Thousands of	300	900	1,300		700	300	400	500	1,800	4,500			
Stock Price TSE#9744	As of April 1	¥952	¥1,322	¥1,288	¥1,502	¥1,987	¥1,710	¥1,355	¥2,013	¥2,220	¥2,363	¥2,961	¥2,966	¥3,290
	As of March 31	¥1,342	¥1,312	¥1,507	¥1,963	¥1,677	¥1,433	¥2,037	¥2,217	¥2,364	¥2,987	¥2,916	¥3,269	
Profit	Millions of Yen	3,660	8,084	7,937	8,132	8,829	9,093	7,029	9,241	12,253	12,343	12,740	15,052	13,900
Earnings per Share		@¥40.04	@¥89.75	@¥91.44	@¥95.55	@¥105.14	@¥109.45	@¥85.26	@¥113.85	@¥153.87	@¥158.01	@¥165.01	@¥194.96	@¥180.04
Net Assets per Share		@¥412.93	@¥426.20	@¥443.52	@¥474.67	@¥506.14	@¥535.34	@¥544.81	@¥565.21	@¥595.74	@¥617.78	@¥631.76	@¥631.34	

*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

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Corporate Governance

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).

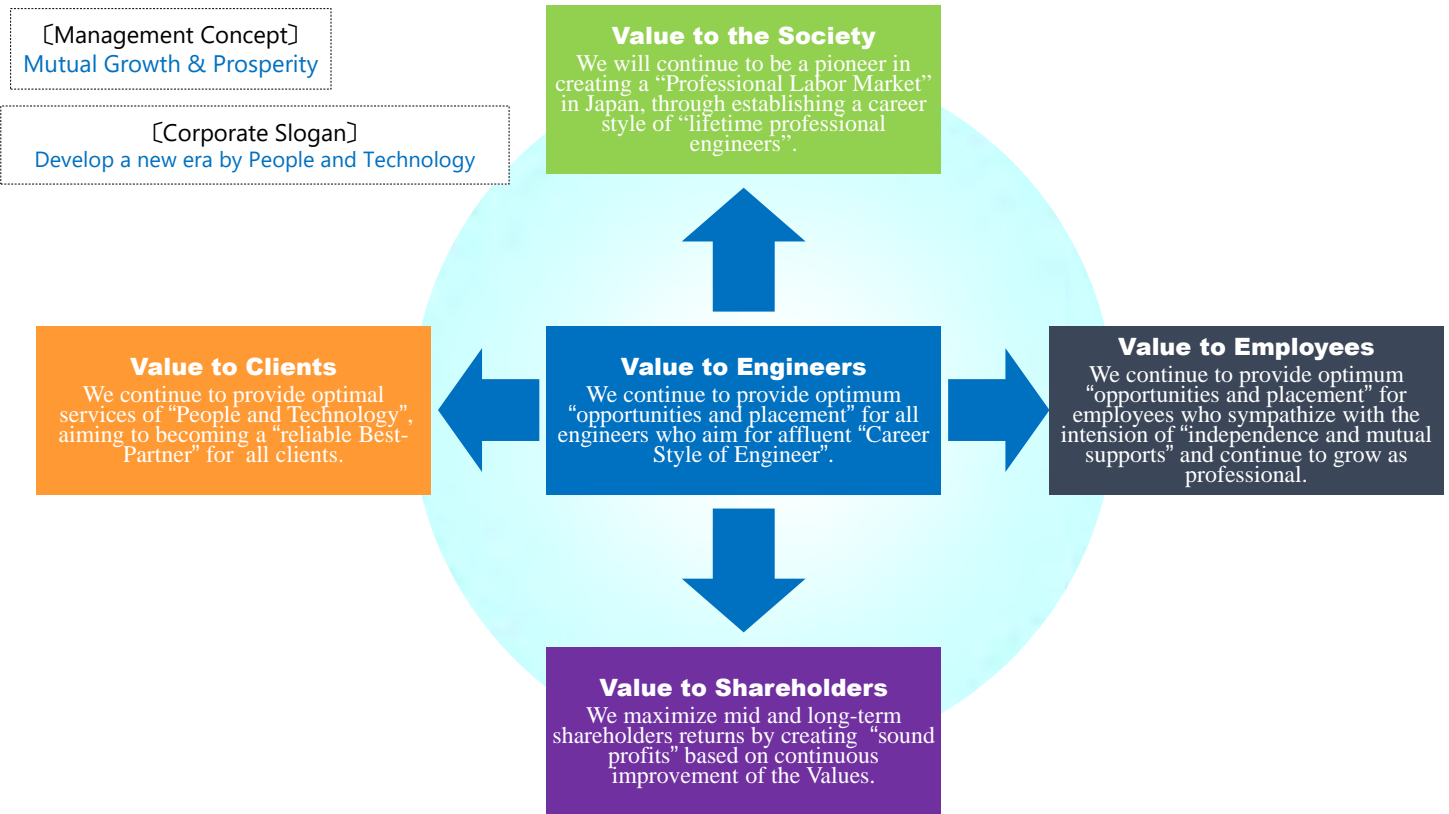
Consolidated profit (not including performance-linked directors' remuneration)	x within 2.5% Upper limit: 250 million yen annually
Of which the equivalent to 20% of post-tax value	Allocated for purchase of treasury shares (Directors shareholding association method)

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

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"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.



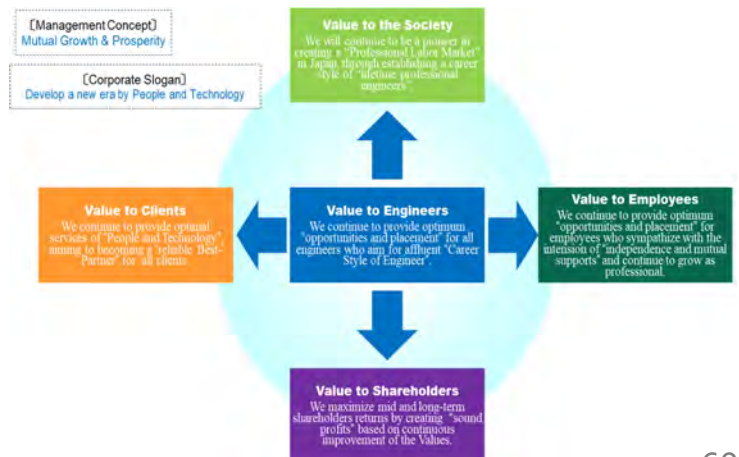
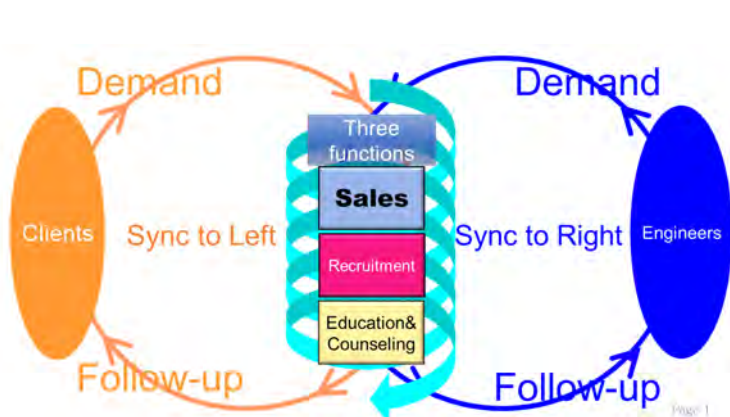
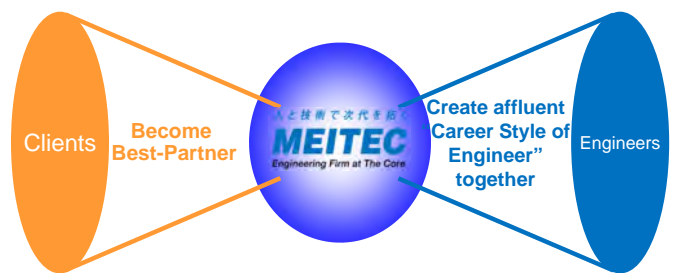
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お客さまとエンジニアの満足度向上へ

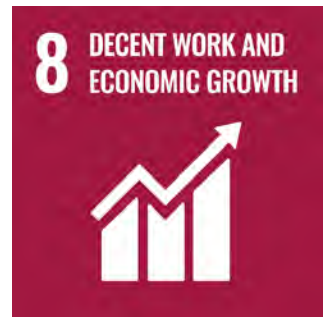
Always Market-oriented



Constant Bidirectional contact



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[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



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>

Shareholders by Business Segments

構成比 Proportion	2023年3月31日現在 As of Mar. 31, 2023		2024年3月31日現在 As of Mar. 31, 2024		2025年3月31日現在 As of Mar. 31, 2025		2026年3月31日現在 As of Mar. 31, 2026	
	株主人数	株式の数	株主人数	株式の数	株主人数	株式の数	株主人数	株式の数
	Shareholders	Shares Held	Shareholders	Shares Held	Shareholders	Shares Held	Shareholders	Shares Held
銀行 Banks	0.1%	0.3%	0.1%	0.7%	0.0%	0.7%	0.0%	0.8%
信託銀行 Trust Banks	0.2%	24.5%	0.2%	25.4%	0.0%	25.8%	0.0%	29.7%
生保・損保会社 Life and nonlife insurance companies	0.4%	12.1%	0.3%	11.7%	0.1%	11.6%	0.1%	10.9%
証券金融・その他金融会社 Securities financing and other financial companies	0.1%	0.3%	0.1%	0.1%	0.0%	0.2%	0.0%	0.2%
証券会社 Securities companies	0.6%	1.5%	0.5%	2.6%	0.2%	4.6%	0.1%	4.7%
事業会社・その他法人 Business concerns and other companies	1.2%	0.6%	1.1%	0.6%	0.8%	1.0%	0.7%	1.1%
外国法人・外国人 Overseas companies and investors	4.5%	46.4%	4.0%	48.0%	1.3%	38.9%	1.0%	32.8%
個人その他 Individuals and others	92.9%	9.3%	93.9%	9.9%	97.6%	16.3%	98.0%	18.7%
自己株式 Treasury stock	0.0%	4.9%	0.0%	1.0%	0.0%	1.0%	0.0%	1.0%

Develop a new era by People and Technology

MEITEC

Engineering Firm at The Core

MEITEC GROUP HOLDINGS