

Daiwa Japan Conference 2023

September 12, 2023

MEITEC CORPORATION

President and CEO, COO
MEITEC Group CEO
Hideyo Kokubun

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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Forecast for the Fiscal Year Ending March 31, 2024 (Group Consolidated)

- ✓ Net sales +6.2% year on year at ¥126.5 billion with operating profit +2.0% year on year at ¥16.8 billion
- ✓ SG&A expenses +9.0% year on year ⇒ Expect an increase in hiring-related expenses
- ✓ Profit -6.1% year on year at ¥11.5 billion ⇒ No expectation of decreased tax burden like in the previous fiscal year

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2024	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2023	YoY Amount	% Change	Forecast 2nd Half
Net sales	126,500	+7,430	+6.2%	62,400	+4,370	+7.5%	64,100
Cost of sales	92,000	+5,639	+6.5%	45,800	+3,442	+8.1%	46,200
SG&A Expenses	17,700	+1,454	+9.0%	8,800	+711	+8.8%	8,900
Operating profit	16,800	+337	+2.0%	7,800	+215	+2.8%	9,000
Operating profit margins	13.3%	(0.5%)		12.5%	(0.6%)		14.0%
Ordinary profit	16,800	+259	+1.6%	7,900	+264	+3.5%	8,900
Profit attributable to owners of parent	11,500	(752)	(6.1%)	5,200	+92	+1.8%	6,300
Earnings per Share	146.64	(7.23)		66.31	+2.57		

Re-posted 3

Results for the 1st Quarter of the Fiscal Year Ending March 31, 2024 (Group Consolidated)

- ✓ Net sales rose 9.3% year on year ⇒ Increased number of engineers and promotion of assignments led to both an increase in number of engineers assigned to clients and improvement in the utilization ratio
- ✓ Operating profit rose 13.8% ⇒ Increase in net sales absorbed increases in labor expenses and other costs, and SG&A expenses

(Fractions of one million yen are rounded down)	1Q ended June. 30, 2022	1Q ended June. 30, 2023	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2023	% Change
Net sales	28,632	31,302	+2,670	+9.3%	62,400	50.2%
Cost of sales	20,896	22,889	+1,992	+9.5%	45,800	
Cost of sales to Net sales	73.0%	73.1%	+0.1%			
SG&A Expenses	4,010	4,175	+164	+4.1%	8,800	
Operating profit	3,725	4,238	+512	+13.8%	7,800	54.3%
Operating profit margins	13.0%	13.5%	+0.5%		12.5%	
Ordinary profit	3,741	4,225	+483	+12.9%	7,900	53.5%
Extraordinary income & loss	0	0	—			
Profit before income taxes	3,740	4,224	+483	+12.9%		
Profit attributable to owners of parent	2,370	2,638	+268	+11.3%	5,200	50.7%
Profit margins	8.3%	8.4%	+0.2%			

Re-posted 4

Forecast for the Fiscal Year Ending March 31, 2024 (Meitec)

- ✓ Forecast net sales +4.5% year on year, operating profit -0.1% year on year, and profit -3.9% year on year
- ✓ SG&A expenses +10.2% year on year ⇒ Expect an increase in hiring-related expenses, etc.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2024	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2023	YoY Amount	% Change	Forecast 2nd Half
Net sales	87,500	+3,734	+4.5%	43,400	+2,500	+6.1%	44,100
Cost of sales	62,800	+2,682	+4.5%	31,500	+1,865	+6.3%	31,300
Cost of sales to Net sales	71.8%	+0.0%		72.6%	+0.1%		71.0%
SG&A Expenses	11,500	+1,063	+10.2%	5,800	+623	+12.0%	5,700
Operating profit	13,200	(12)	(0.1%)	6,100	+11	+0.2%	7,100
Operating profit margins	15.1%	(0.7%)		14.1%	(0.8%)		16.1%
Ordinary profit	14,400	+286	+2.0%	7,400	+413	+5.9%	7,000
Profit	10,300	(419)	(3.9%)	5,200	+262	+5.3%	5,100
Utilization ratio (Company-wide)	97.3%	+0.1%		96.0%	+0.4%		98.6%
Working Hours(h/day)	8.38	—		8.34	—		8.42
Number of Recruitment	699	—					
Newly graduated	459	(15)					
Mid-career	240	+15					
Turnover Ratio	7.0%	+1.1%					
				Target of the New Graduates to be hired for April 2024	To Apr. 2023		
				500	+41		

Re-posted 5

Results for the 1st Quarter of the Fiscal Year Ending March 31, 2024 (Meitec)

- ✓ Net sales rose 8.6% year on year ⇒ ⇒ Increased number of engineers and promotion of assignments led to both an increase in number of engineers assigned to clients and improvement in the utilization ratio
- ✓ Operating profit rose 15.3% year on year ⇒ Increase in net sales absorbed increases in labor expenses and other costs, and SG&A expenses

(Fractions of one million yen are rounded down)	1Q ended June. 30, 2022	1Q ended June. 30, 2023	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2023	% Change
Net sales	20,199	21,930	+1,730	+8.6%	43,400	50.5%
Operating profit	2,974	3,428	+454	+15.3%	6,100	56.2%
Operating profit margins	14.7%	15.6%	+0.9%		14.1%	
Ordinary profit	3,864	4,630	+765	+19.8%	7,400	62.6%
Profit	2,732	3,298	+566	+20.7%	5,200	63.4%
Utilization ratio (Company-wide)	93.5%	94.5%	+1.0%		96.0%	
Working Hours(h/day)	8.35	8.33	(0.02)	(0.2%)	8.34	
Number of Engineers	7,868	8,060	+192	+2.4%		

Re-posted 6

Forecast for the Fiscal Year Ending March 31, 2024 (Meitec Fielders)

- ✓ Net sales +11.6% year on year, operating profit +12.4% year on year → Expect an accelerated pace of assignments and an increase in the number of engineers assigned to clients
- ✓ SG&A expenses +7.4% year on year ⇒ Expect an increase in hiring-related expenses, etc.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2024			Forecast 1st half ending Sept.30, 2023			Forecast 2nd Half
	YoY Amount	% Change		YoY Amount	% Change		
Net sales	34,000	+3,528	+11.6%	16,600	+1,912	+13.0%	17,400
Cost of sales	26,450	+2,888	+12.3%	12,950	+1,535	+13.5%	13,500
Cost of sales to Net sales	77.8%	+0.5%		78.0%	+0.3%		77.6%
SG&A Expenses	4,700	+324	+7.4%	2,300	+128	+5.9%	2,400
Operating profit	2,850	+315	+12.4%	1,350	+248	+22.5%	1,500
Operating profit margins	8.4%	+0.1%		8.1%	+0.6%		8.6%
Ordinary profit	2,850	+314	+12.4%	1,350	+247	+22.5%	1,500
Profit	1,950	+36	+1.9%	900	+142	+18.8%	1,050
Utilization ratio (Company-wide)	94.4%	+1.1%		92.6%	+2.4%		96.1%
Working Hours<h/day>	8.26	—		8.24	—		8.29
Number of Recruitment	965	(43)					
Newly graduated	365	(46)					
Mid-career	600	+3					
Turnover Ratio	10.0%	(3.9%)					
				Target of the New Graduates to be hired for April 2024	To Apr. 2023		
				450	+85		

Re-posted 7

Forecast for the Fiscal Year Ending March 31, 2024

(Millions of yen)	Engineering Solutions Business				Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec EX	Meitec Next
Net sales	87,500	34,000	3,500	340	1,550
YoY Amount	+3,734	+3,528	+168	+5	(131)
% Change	+4.5%	+11.6%	+5.1%	+1.8%	(7.8%)
Operating profit	13,200	2,850	230	0	500
YoY Amount	(12)	+315	—	—	(47)
% Change	(0.1%)	+12.4%	(0.0%)	—	(8.6%)
Ordinary profit	14,400	2,850	230	0	500
Profit	10,300	1,950	140	0	310

Re-posted 9

Results for the 1st Quarter of the Fiscal Year Ending March 31, 2024 (Meitec Fielders)

- ✓ Net sales rose 13.2% year on year ⇒ Increased number of engineers and promotion of assignments led to both an increase in number of engineers assigned to clients and improvement in the utilization ratio
- ✓ Operating profit rose 14.1% year on year ⇒ Increase in net sales absorbed increases in labor expenses and other costs, and SG&A expenses

(Fractions of one million yen are rounded down)	1Q ended June. 30, 2022	1Q ended June. 30, 2023	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2023	% Change
	Net sales	7,228	8,184	+955	+13.2%	16,600
Operating profit	547	624	+77	+14.1%	1,350	46.2%
Operating profit margins	7.6%	7.6%	+0.1%		8.1%	
Ordinary profit	547	624	+77	+14.1%	1,350	46.2%
Profit	376	429	+53	+14.2%	900	47.7%
Utilization ratio (Company-wide)	87.5%	90.6%	+3.1%		92.6%	
Working Hours<h/day>	8.26	8.19	(0.07)	(0.8%)	8.24	
Number of Engineers	4,218	4,517	+299	+7.1%		

Re-posted 8

Results for the 1st Quarter of the Fiscal Year Ending March 31, 2024 (Group Overview)

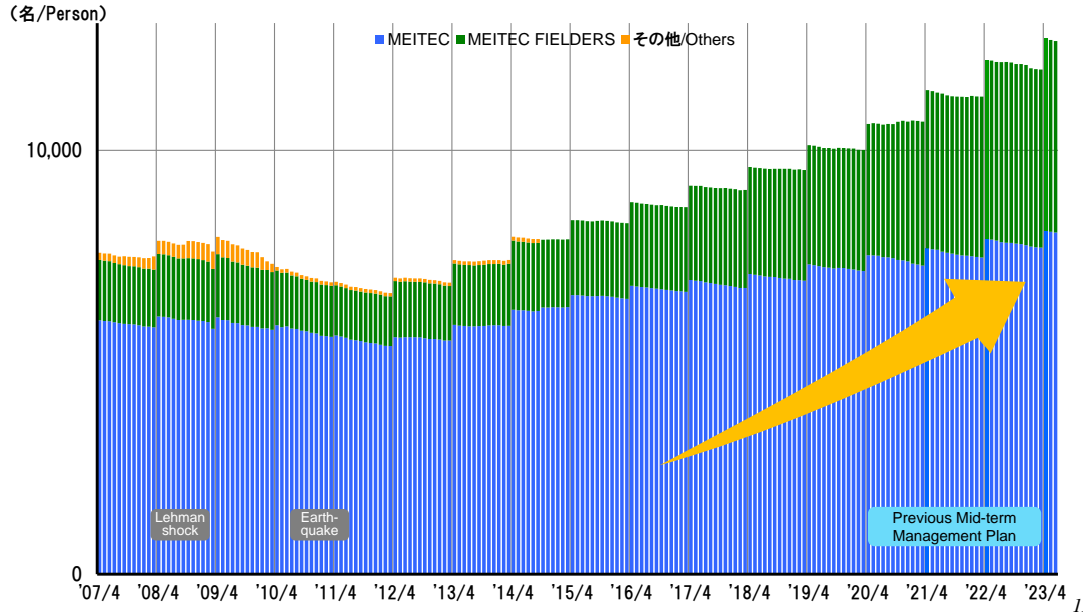
- ✓ Both sales and profit decreased YoY for the Recruiting & Placement Business for Engineers due to a decline in the number of job placements

(Fractions of one million yen are rounded down)	Engineering Solutions Business				Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec EX	Meitec Next
Net sales	21,930	8,184	875	87	360
YoY Amount	+1,730	+955	+60	+4	(81)
% Change	+8.6%	+13.2%	+7.4%	+5.2%	(18.4%)
Operating profit	3,428	624	72	0	118
YoY Amount	+454	+77	+11	+3	(39)
% Change	+15.3%	+14.1%	+19.2%	—	(24.8%)
Ordinary profit	4,630	624	72	0	118
Profit	3,298	429	49	0	81

Re-posted 10

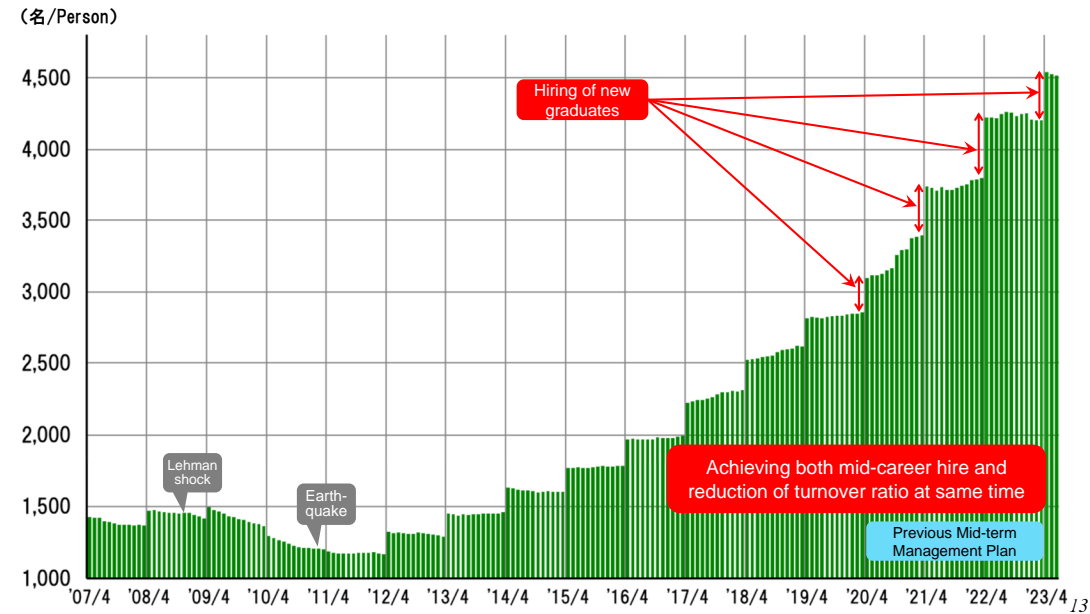
Number of Engineers (Group Consolidated)

✓ The number of engineers as of June 30, 2023 was 12,577, an increase of 491 engineers, or 4.1%, compared to June 30, 2022.



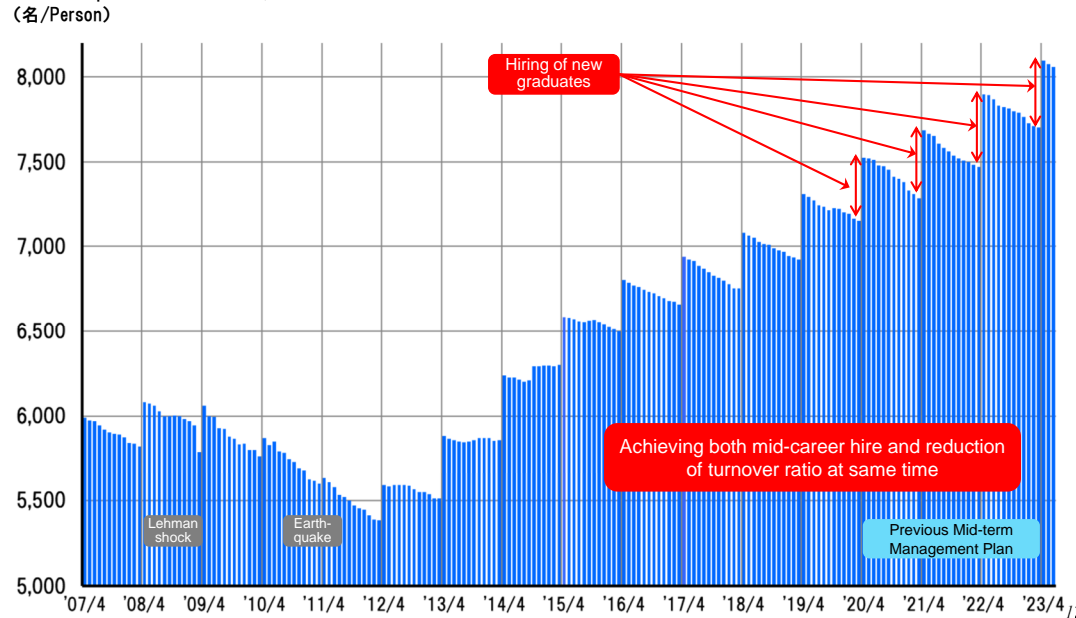
Number of Engineers (Meitec Fielders)

✓ The number of engineers as of June 30, 2023 was 4,517, an increase of 299 engineers, or 7.1%, compared to June 30, 2022.



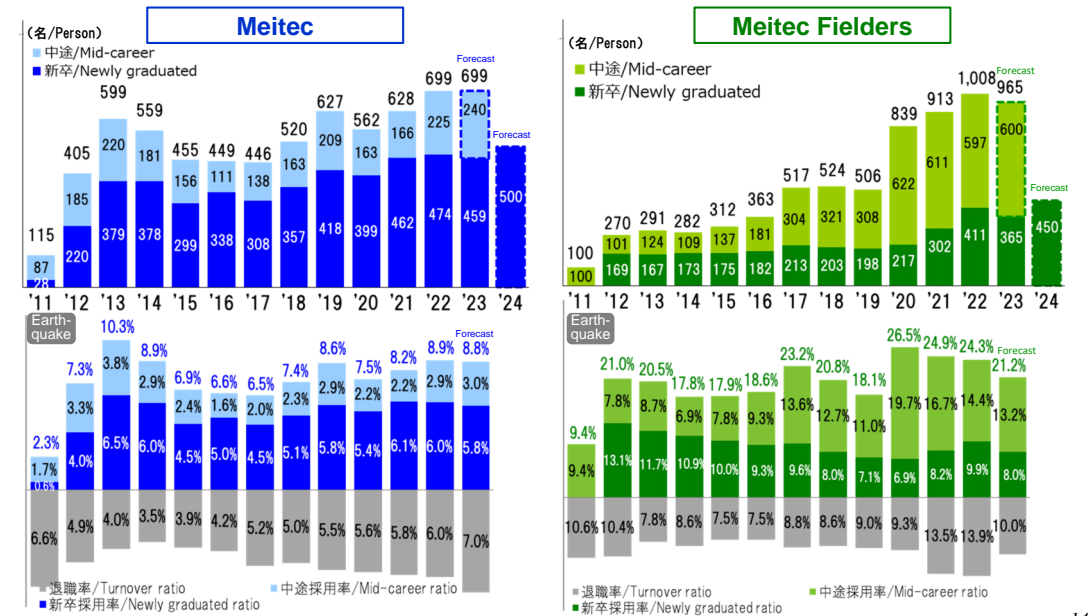
Number of Engineers (Meitec)

✓ The number of engineers as of June 30, 2023 was 8,060, an increase of 192 engineers, or 2.4%, compared to June 30, 2022.



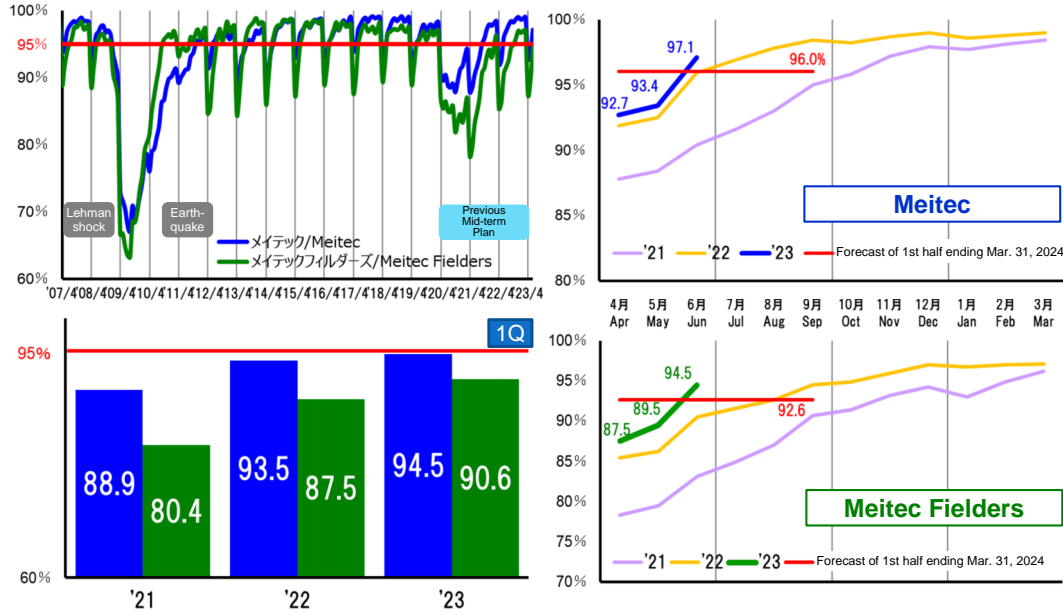
Recruitment and Turnover

✓ The hiring environment is challenging, but we maintained hiring standards.



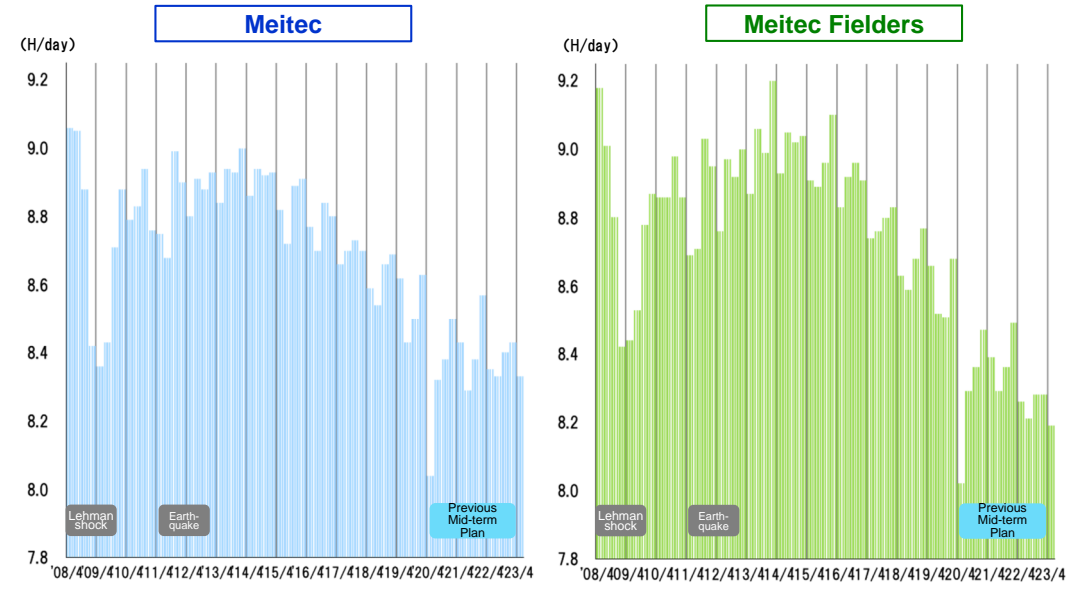
Utilization Ratio

✓ Increase in utilization ratio ⇒ Steady assignments of new employees (graduate and career hires) and existing employees.

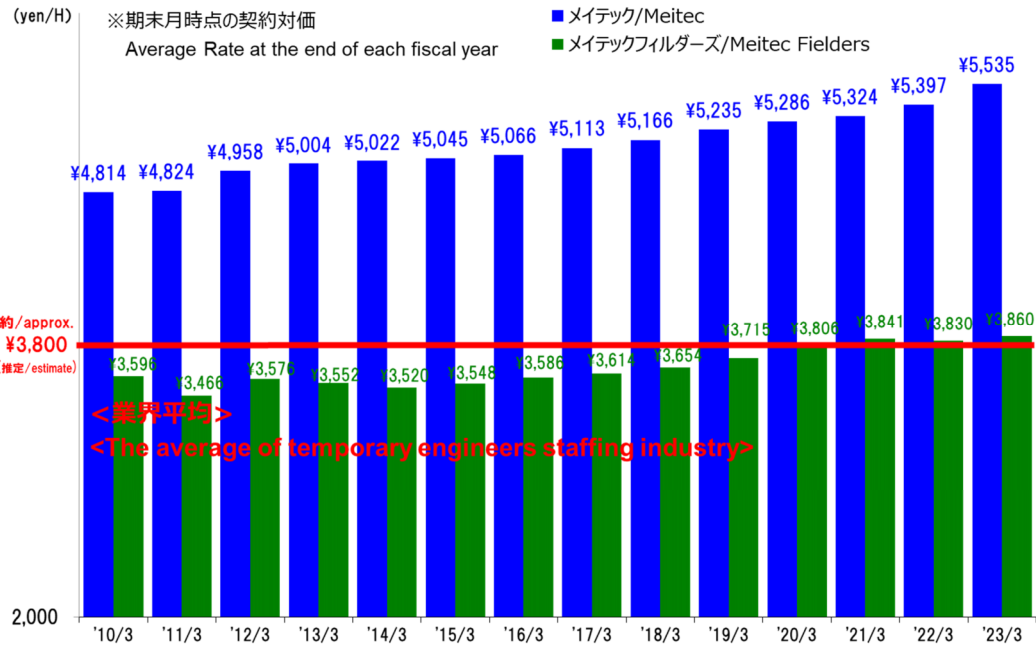


Working Hours

✓ Slight year-on-year decrease due to decrease in overtime work and so forth.

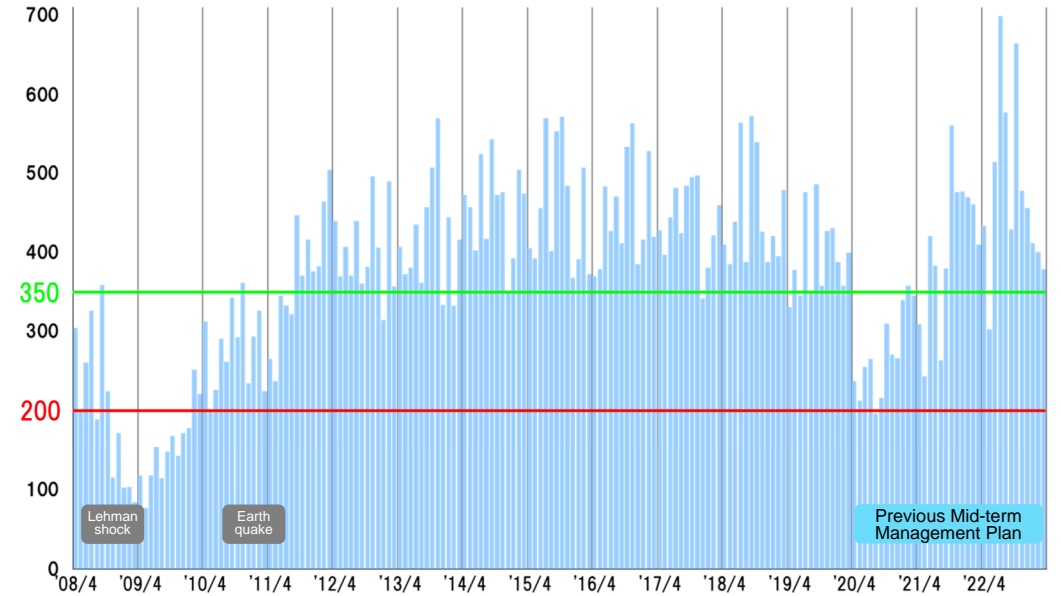


Trend in Average Rate = (Market Value)



Trend in New Orders by Month (Meitec)

✓ New monthly orders for Meitec (non-consolidated) were strong



Top 10 Clients by Sales (Meitec)

Due to confidentiality reasons we refrain from disclosing matters and specific figures related to clients (individual companies)

FY2017			FY2021			FY2022		
1	Mitsubishi Heavy Industries		1	Denso		1	Denso	
2	Denso		2	Sony Semiconductor Solutions		2	Sony Semiconductor Solutions	
3	Canon		3	Mitsubishi Heavy Industries		3	Mitsubishi Heavy Industries	
4	Panasonic		4	Panasonic		4	Nikon	
5	Toyota Motor		5	Nikon		5	Hitachi High-Tech	
6	Sony Semiconductor Solutions		6	Toyota Motor		6	Denso Ten	
7	Nikon		7	Hitachi High-Tech		7	Toyota Motor	
8	Autoliv		8	Subaru		8	Subaru	
9	Honda R&D		9	Denso Ten		9	Panasonic	
10	Omron		10	Terumo		10	Yamaha Motor	
Top 10 Total	17,654	24.4%	Top 10 Total	18,937	24.6%	Top 10 Total	19,608	23.4%
Top 20 Total	25,282	35.0%	Top 20 Total	27,186	35.3%	Top 20 Total	28,465	34.0%
Others	46,970	65.0%	Others	49,824	64.7%	Others	55,299	66.0%
Total	72,252	100.0%	Total	77,010	100.0%	Total	83,765	100.0%

Basic Policy Regarding Profit Distribution

Profit distribution of the New Medium-Term Management Plan follows the established policy based on adequacy of quality and quantity of capital and funds.

Revised Nov. 2018
Revised May 2017
Revised May 2014
Profit distribution policy

- Enhance “quality and quantity” of the shareholders’ equity
- Balance of funds exceeds the funds necessary for business operations* (*3 months consolidated net sales)

Total Return Ratio : Basically within 100%

Dividend related to performances : Equal or more than 50% of consolidated profit

Minimum Dividend : Consolidated Dividend on Equity ratio (DOE) 5%

Acquire : Carry out as appropriate, taking the total return ratio and dividend payout ratio levels into consideration

Possess
Maximum of 5% of shares issued

Retired
Excess above maximum to be retired by the end of the fiscal year

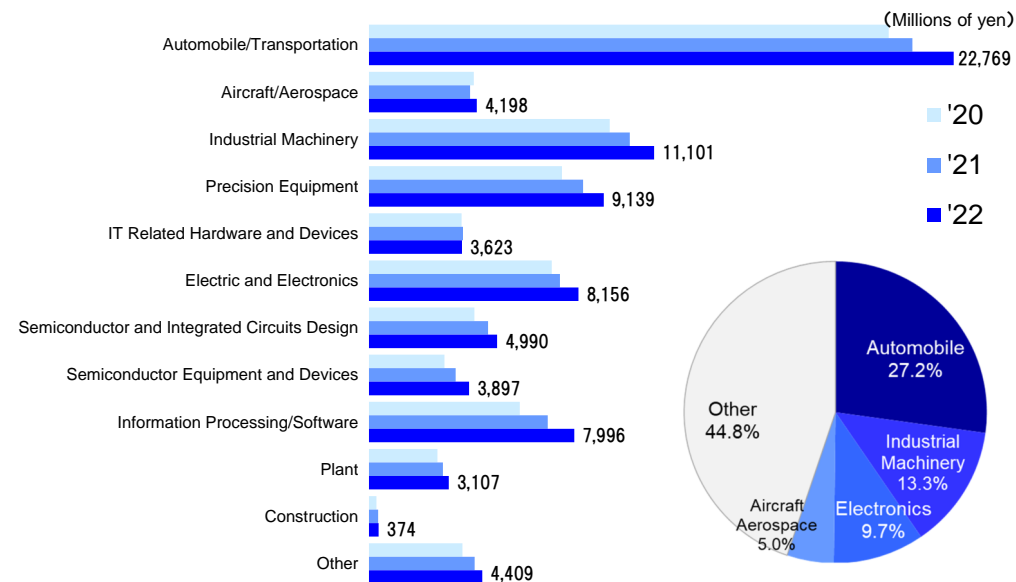
Dividend

Treasury shares acquisition, possession and retirement

To realize the flexible financial position, for the implementation of future growth strategies and response to the risk associated in achieving the goals of the management plan, treasury shares will be held by the company.

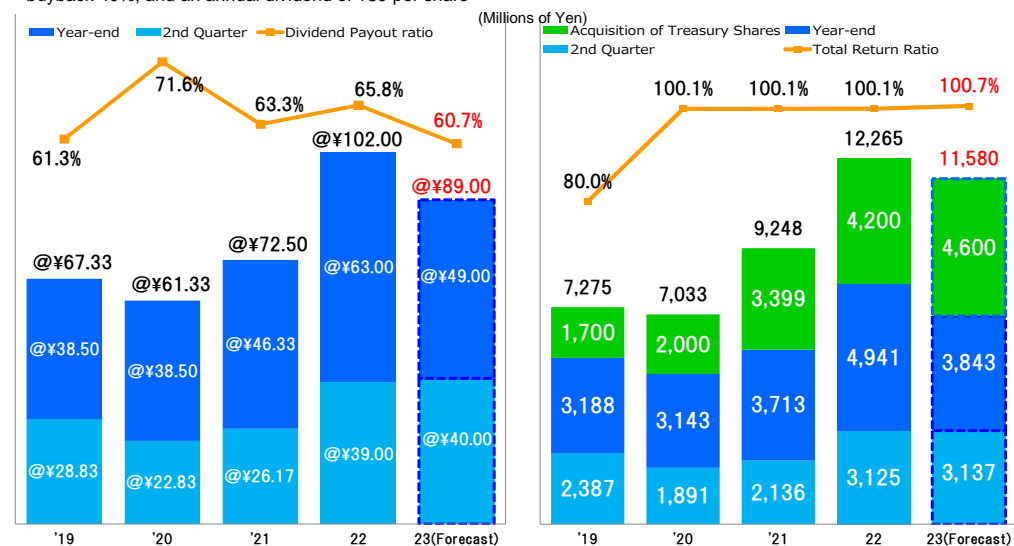
Sales by the Industrial Segments (Meitec)

Due to confidentiality reasons we refrain from disclosing the breakdown and outlook for specific clients (individual companies) (figures are stated in Reference Materials)



Results and Forecast of Profit Distribution

The year-end dividend for FY2022 will be ¥63 per share, and together with the interim dividend of ¥39 per share, this will result in an annual dividend of ¥102 per share
In FY2023, we are forecasting a total return ratio of 100% = an anticipated dividend payout ratio of 60% + an anticipated share buyback 40%, and an annual dividend of ¥89 per share



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

2. New Mid-term Management Plan [2023-2025]

人と技術で次代を拓く
MEITEC
Engineering Firm at The Core

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."



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.

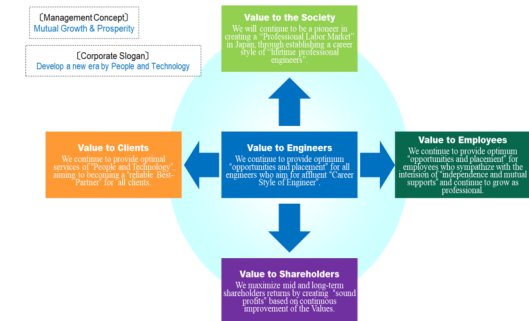
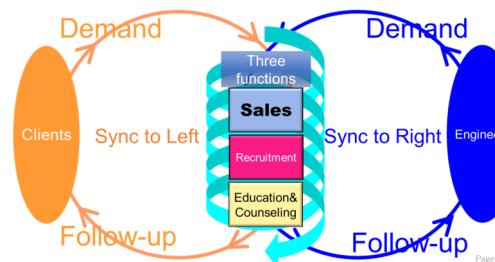
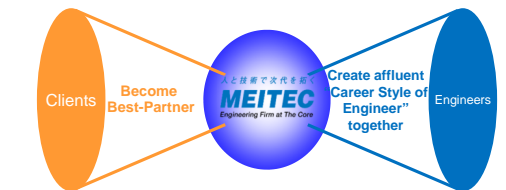
人と技術で次代を拓く
MEITEC
Engineering Firm at The Core

Basic policy(1)

Always Market-oriented



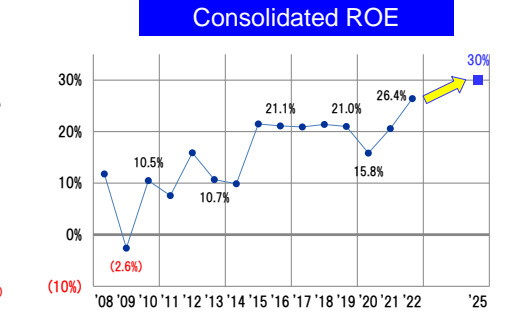
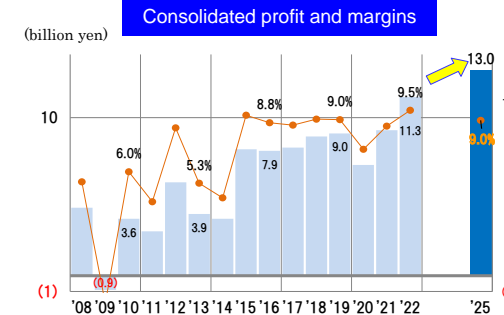
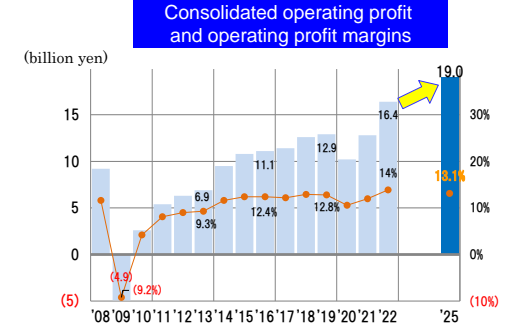
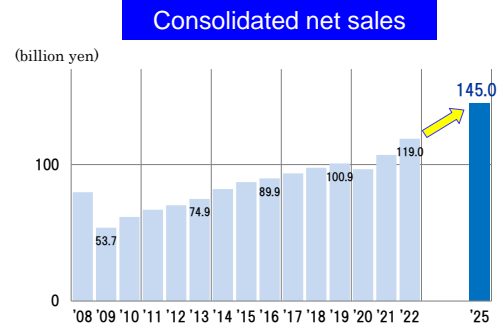
Constant Bidirectional contact



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

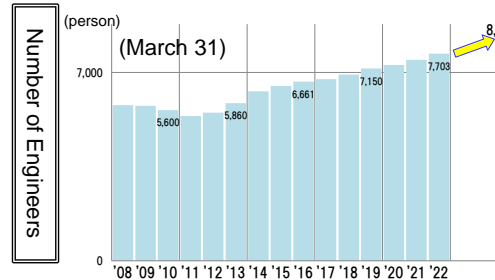
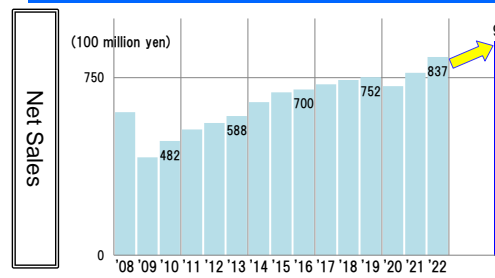
2 Actively enhance the “power of numbers” while continuing to compete based on quality

3 Synchronize and strongly promote (1) strengthening engagement, (2) efficiently pursuing aptitude, and (3) reducing operating expenses

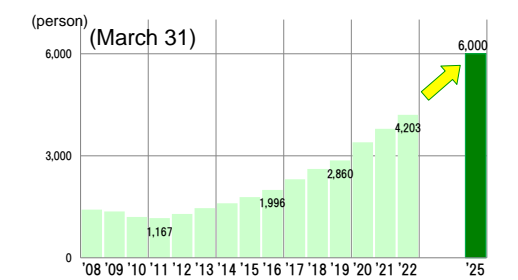
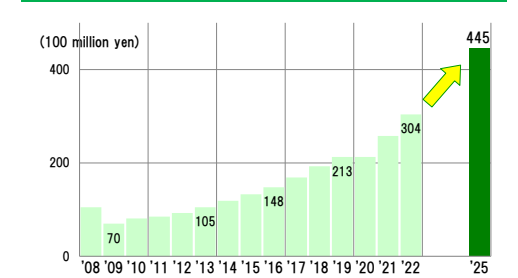


FY2025 Mid-term Management Plan	Group Consolidated	billion yen		
		Engineering Solutions Business		Recruiting&Placement Business for Engineers
		Meitec	Meitec Fielders	
Net Sales	145.0	95.0	44.5	1.8
Operating Profit	19.0	14.3	4.5	0.6
Margin	13%	15%	10%	33%
Profit	13.0			
ROE	30%			

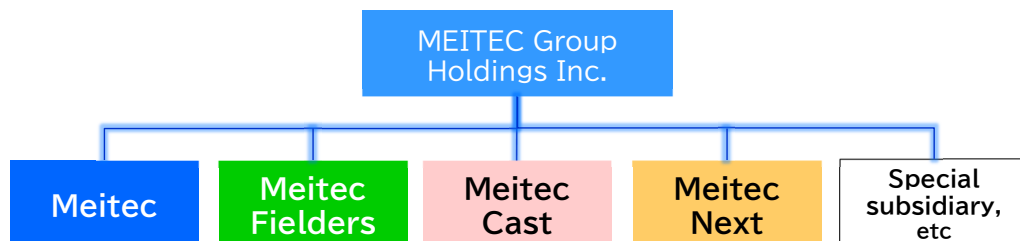
Meitec
Accelerate with a focus on operations that increase value for customers of the two services



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



On October 1, 2023,
Transition to holding company structure
and a company with audit and supervisory committee



While aggressively pursuing opportunities for high added value, we continue to improve both earnings power and capital efficiency.

- Achieve strong leadership capable of carrying out bold management decisions
- Establish an environment capable of risk-taking and improve effectiveness of oversight of management resource allocation
- Reform mindset and conduct of the Group's executives and employees

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Corporate Governance(From October 2023 onwards)

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 10% 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)

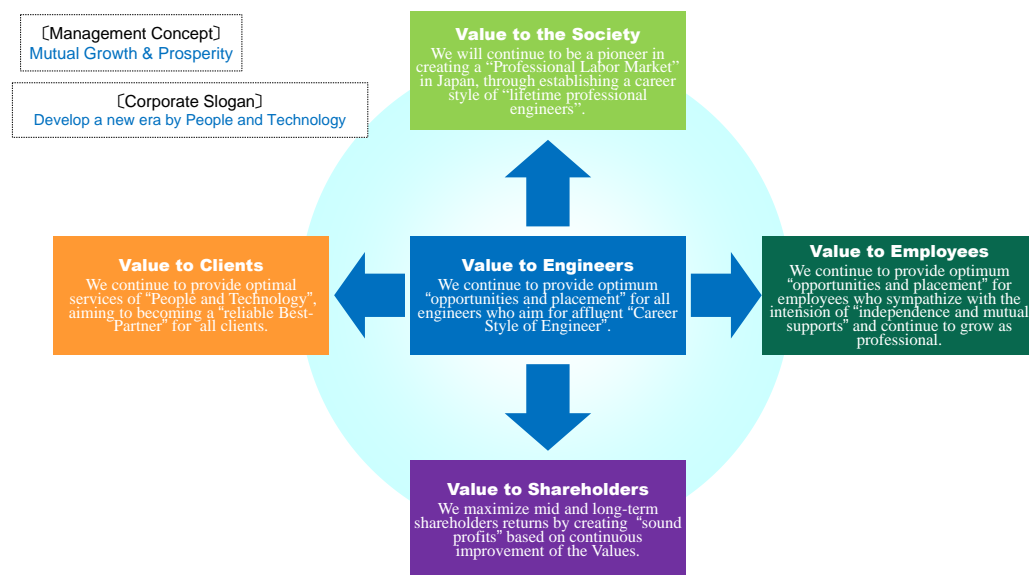
Independent Outside Directors and Directors who are Audit and Supervisory Committee Members are not eligible for payment.

Re-posted 32

Reference Materials

“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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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.



Engineering Firm

“Engineering Firm” in our description means that all the members of the Meitec Group belong to a group of engineering professionals who improve each other and keep growing with the spirit of “independence and mutual support.”

The Core

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.

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.”

Environment	Social	Governance
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <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>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Contribute to sustainable economic growth through creating a Professional Labor Market</p>	<p>4 QUALITY EDUCATION</p> <p>Promote higher technical education and lifelong learning</p>
		<p>5 GENDER EQUALITY</p> <p>Provide fair “opportunities and placement” regardless of nationality, gender or age</p>
		<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Ensure full compliance with the Employee Code of Conduct in the Group’s Basic Policy Regarding Corporate Governance</p>

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

人と技術で次代を拓く

MEITEC

Engineering Firm at The Core

[Management Concept]
Mutual Growth & Prosperity

8 DECENT WORK AND ECONOMIC GROWTH

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

Materiality common to many clients

3 GOOD HEALTH AND WELL-BEING

7 AFFORDABLE AND CLEAN ENERGY

11 SUSTAINABLE CITIES AND COMMUNITIES

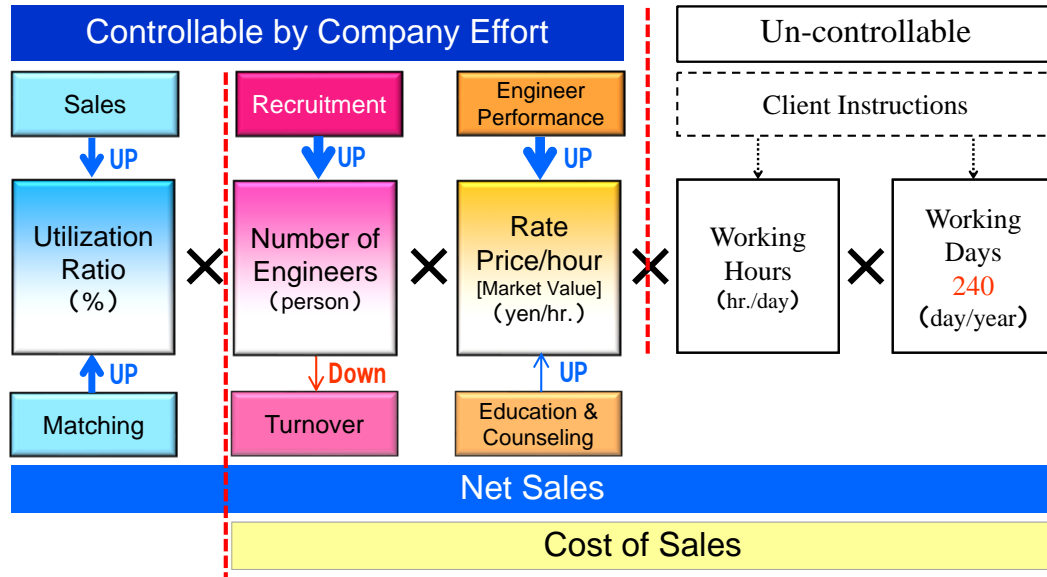
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

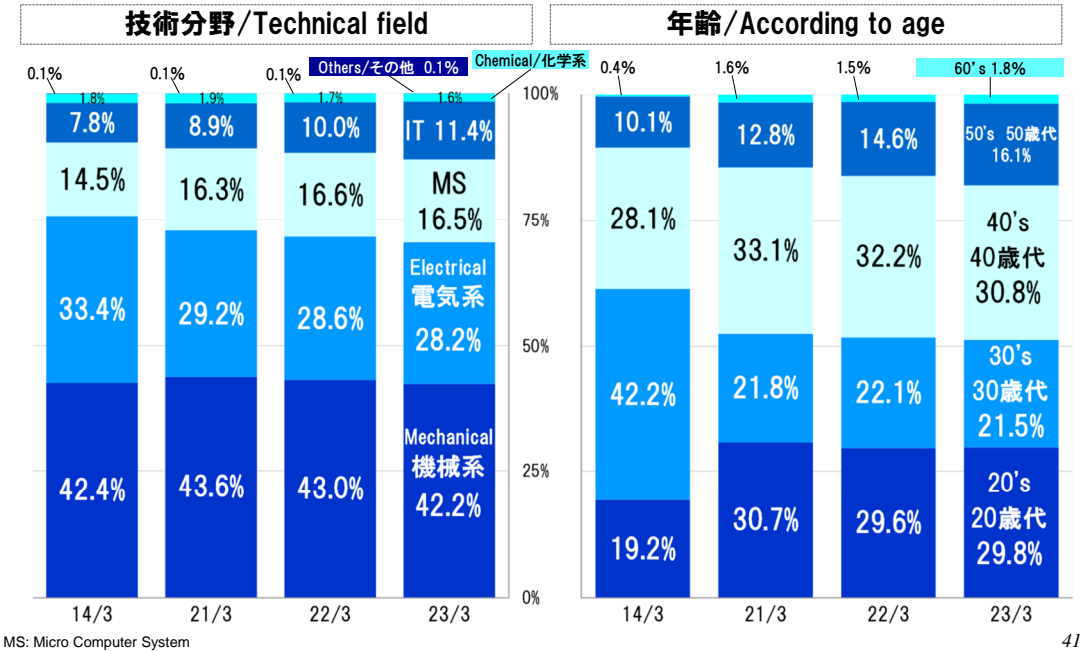
Sales and Cost (Dispatch-type)

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



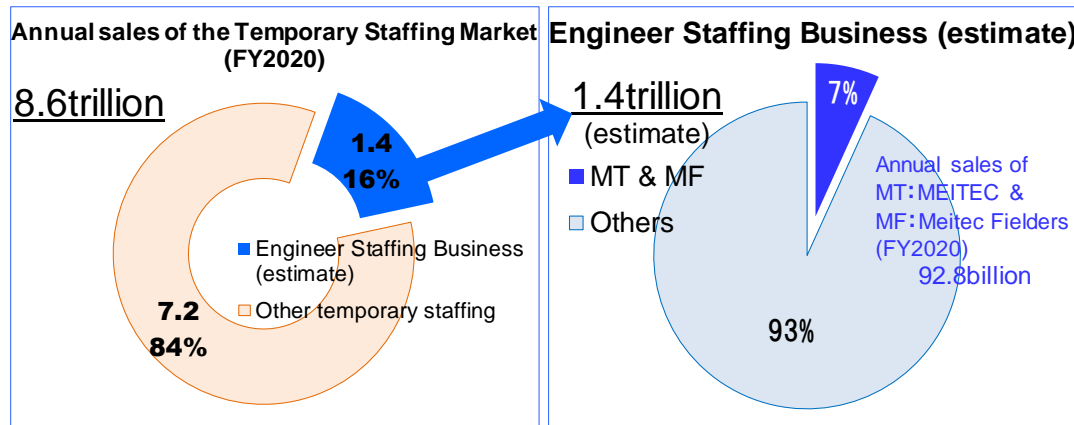
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Distribution of Engineers by Technical Fields and Age (Meitec)



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Market of Engineer Staffing Business (estimate)

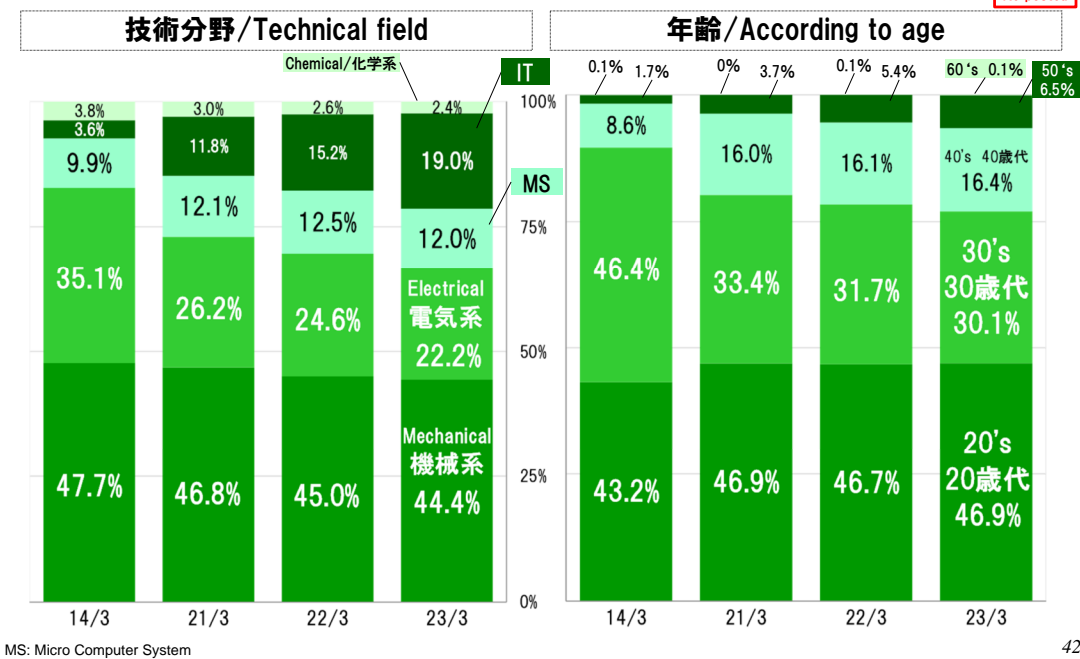


March-2023		Engineer Staffing (estimate)
Meitec	Meitec Fielders	
¥5,535	¥3,860	approx. ¥3,800

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

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



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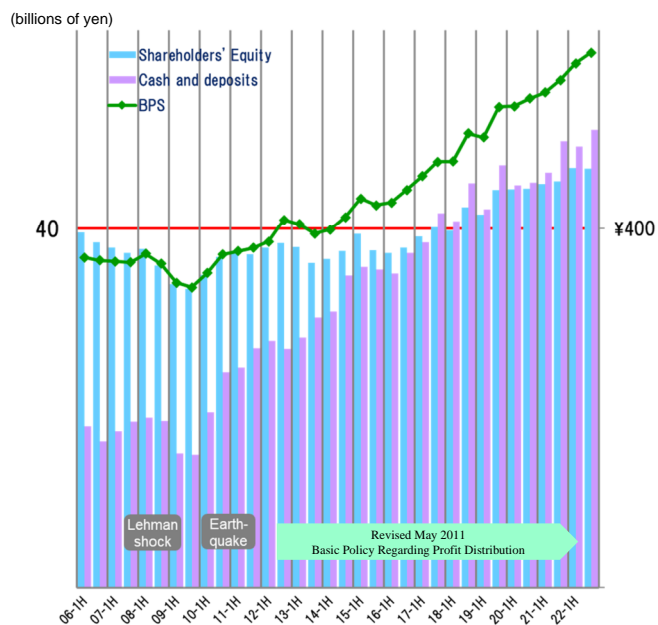
Trend of Balance Sheets (Group Consolidated)

(Millions of Yen)	2008/3/31	2009/3/31	2010/3/31	2011/3/31	2012/3/31	2013/3/31	2014/3/31	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
Cash and deposits	18,512	18,526	14,732	23,999	26,686	26,592	30,104	34,773	35,413	37,259	41,753	45,052	47,033	45,132	49,706	51,028
Notes and accounts receivable - trade	12,841	10,985	9,582	10,245	10,675	10,887	11,297	12,858	13,823	13,400	13,816	13,884	14,696	14,600	16,098	17,354
Total current assets	35,356	33,295	28,444	37,661	40,643	41,802	44,998	51,639	53,104	54,742	59,325	60,036	62,679	60,885	66,937	69,484
Property, plant and equipment	13,374	12,818	12,069	11,688	11,257	10,908	10,555	7,207	5,721	5,552	5,399	5,402	5,332	5,122	5,002	4,785
Total non-current assets	22,428	20,934	19,180	18,053	16,915	16,199	16,447	13,458	11,363	11,634	11,608	14,579	14,814	14,153	14,652	15,091
Total assets	57,784	54,230	47,625	55,714	57,559	58,002	61,445	65,098	64,468	66,377	70,934	74,615	77,493	75,038	81,590	84,576
Total current liabilities	13,764	11,026	6,392	10,016	11,165	9,683	12,589	15,797	13,650	14,662	16,176	16,927	17,228	14,272	19,669	20,824
Total non-current liabilities	6,422	7,034	7,789	8,603	9,183	9,895	12,667	11,735	13,212	13,860	14,617	15,317	15,937	16,294	16,633	17,032
Total liabilities	20,186	18,061	14,181	18,619	20,349	19,579	25,257	27,532	26,862	28,523	30,794	32,244	33,166	30,566	36,302	37,856
Shareholders' equity	38,048	36,747	34,101	37,745	38,017	39,264	38,299	39,619	39,973	39,970	42,078	44,173	45,950	45,898	46,457	47,671
Other net assets	(449)	(577)	(658)	(651)	(808)	(841)	(2,111)	(2,054)	(2,367)	(2,116)	(1,939)	(1,802)	(1,623)	(1,426)	(1,169)	(951)
Total net assets	37,598	36,169	33,443	37,094	37,209	38,422	36,188	37,565	37,605	37,854	40,139	42,371	44,327	44,472	45,287	46,719

Cash flows from operating activities	8,486	6,308	(1,545)	9,291	5,753	5,205	8,893	8,434	6,910	10,186	10,957	10,273	9,837	5,487	13,532	12,808
Cash flows from investing activities	124	623	(19)	287	(292)	(465)	(398)	(275)	1,487	(325)	(464)	(240)	(536)	(307)	(270)	(446)
Cash flows from financing activities	(5,997)	(5,580)	(1,835)	(104)	(2,769)	(4,837)	(4,991)	(3,495)	(7,752)	(8,011)	(5,999)	(6,734)	(7,319)	(7,080)	(8,688)	(11,040)
Net increase (decrease) in cash and cash equivalents	+2,634	+1,313	(3,394)	+9,467	+2,691	(93)	+3,511	+4,668	+643	+1,845	+4,493	+3,298	+1,980	(1,900)	+4,574	+1,321

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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.

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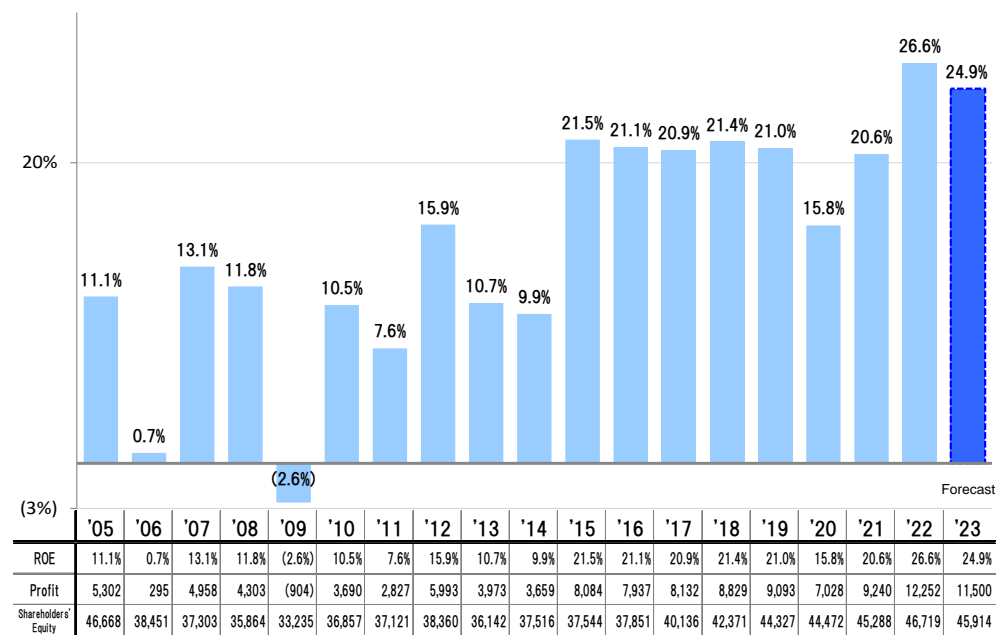
Trend of Profit Distributions and Forecast

(Fractions of one million yen are rounded)	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	
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%	100.7%	
¹ 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%	60.7%	
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%		
² 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	@¥89.00
	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	6,980
² 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	@¥40.00
	Millions of Yen	981	983	1,344	1,908	1,968	2,119	2,344	2,387	1,891	2,136	3,125	3,137
² 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	@¥49.00
	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	3,843
Acquisition of Treasury Shares	Thousands of shares	1,506	641	269	921	915	257	280	303	390	500	1,704	
Millions of Yen	2,800	1,800	899	3,799	3,600	1,500	1,500	1,700	2,000	3,399	4,200	4,600	
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	11,580
Retirement of Treasury Stock	Thousands of shares	1,700	500	300	900	1,300		700	300	400	500	1,800	
Stock Price	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
TSE#9744	As of March 31	¥781	¥977	¥1,342	¥1,312	¥1,507	¥1,963	¥1,677	¥1,433	¥2,037	¥2,217	¥2,364	
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	11,500
² 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	@¥146.64
² 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	

¹ The dividend payout ratio is the ratio of the total amount of dividends paid out to shareholders relative to the net income.
² Per share index calculated based on the number of shares after the stock split (3 shares per share) effective July 1, 2022.

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Trend of ROE



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Shareholder Segment	(As of the Fiscal year ended March 31, 2023)			
	Shareholders	%	Shares Held	%
Banks	7	0.1%	280,900	0.3%
Trust Banks	11	0.2%	20,238,000	24.5%
Life and nonlife insurance companies	22	0.4%	10,007,699	12.1%
Securities financing and other financial companies	3	0.1%	234,180	0.3%
Securities companies	37	0.6%	1,257,272	1.5%
Business concerns and other companies	68	1.2%	454,933	0.6%
Overseas companies and investors	254	4.5%	38,281,711	46.4%
Individuals and others	5,293	92.9%	11,745,305	14.2%
Total	5,695	100.0%	82,500,000	100.0%

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人と技術で次代を拓く

MEITEC

Engineering Firm at The Core

Company Information

Tokyo Headquarters	Taito-ku, Tokyo
Nagoya Headquarters	Nishi-ku Nagoya
Stock listings	Tokyo Stock Exchange, Prime Market(No. 9744)
Incorporated	July 17, 1974
C l i e n t s	Approximately 1,400 blue-chip companies, mostly listed in the Prime and Standard Market of Tokyo Stock Exchange
B r a n c h e s	42 Sales offices, including Tokyo, Osaka, Nagoya, and other major Japanese cities
Group Companies	[Engineering Solutions Business] <ul style="list-style-type: none"> ■ MEITEC FIELDERS INC. ■ MEITEC CAST INC. ■ MEITEC EX CORPORATION ■ MEITEC BUSINESS SERVICE CORPORATION [Recruiting & Placement Business for engineers] <ul style="list-style-type: none"> ■ MEITEC NEXT CORPORATION

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