Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2027

MEITEC Group Holdings Inc.

October 29, 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

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Comments on Results

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

1. Both sales and profit increased year on year.
2. The growth rate for net sales has declined, mainly due to a decrease in the number of engineer employees.
3. Net sales fell somewhat short of the initial forecast for the period, mainly due to reduced working hours.
4. Operating profit increased due to effective control of SG&A expenses (both year on year and vs. initial forecast).
5. Profit decreased (both year on year and vs. initial forecast) due to impairment losses of ¥3.2 billion on facilities owned by the Company.
6. However, 2nd quarter dividend payments remain unchanged from the initial forecast.

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2027 (Group Consolidated)

(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2025	2Q ended Sep. 30, 2026	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2026	Progress toward the FY forecast
Net sales	68,352	68,761	+409	+0.6%	69,500	-739
Cost of sales	50,091	50,210	+119	+0.2%	50,800	-590
Cost of sales to Net sales	73.3%	73.0%	-0.3%			
SG&A Expenses	8,197	8,387	+189	+2.3%	9,200	-813
Operating profit	10,063	10,163	+99	+1.0%	9,500	+663
Operating profit margins	14.7%	14.8%	+0.1%		13.8%	+1.0%
Ordinary profit	10,172	10,291	+119	+1.2%	9,600	+691
Extraordinary income & loss	-11	-3,269	-3,257			
Profit before income taxes	10,160	7,022	-3,138	-30.9%		
Income taxes	3,227	3,370	＋142	＋4.4%		
Profit attributable to owners of parent	6,933	3,652	-3,281	-47.3%	6,500	-2,848
Profit margins	10.1%	5.3%	-4.8%			

* The figures in the table above reflect the initial forecast published on May 12. They differ from the figures in the revised forecast published on September 29.

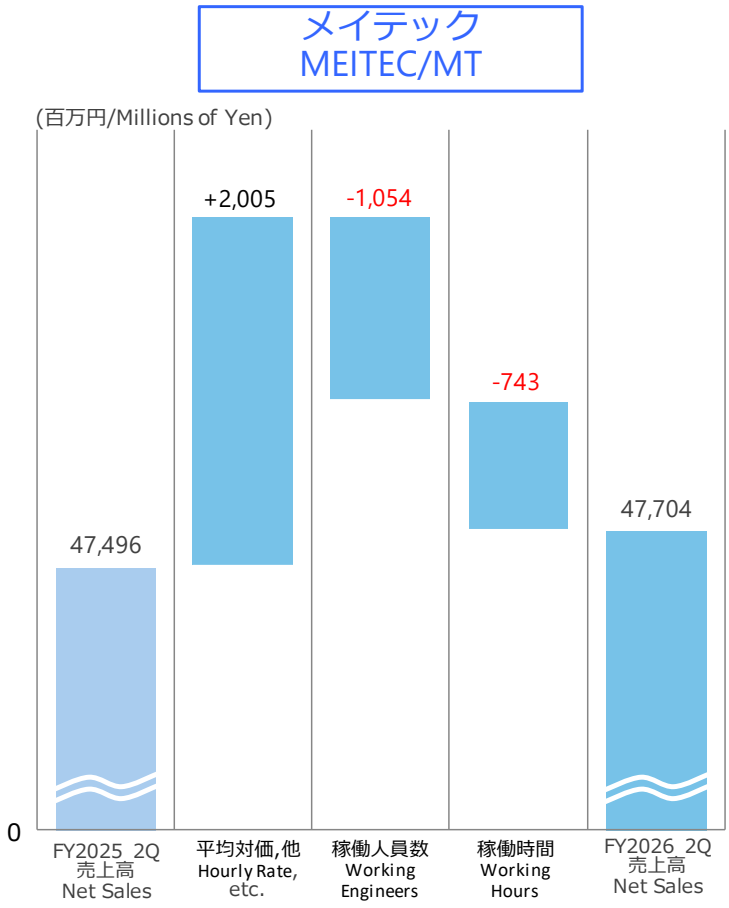
Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2027 (MEITEC)

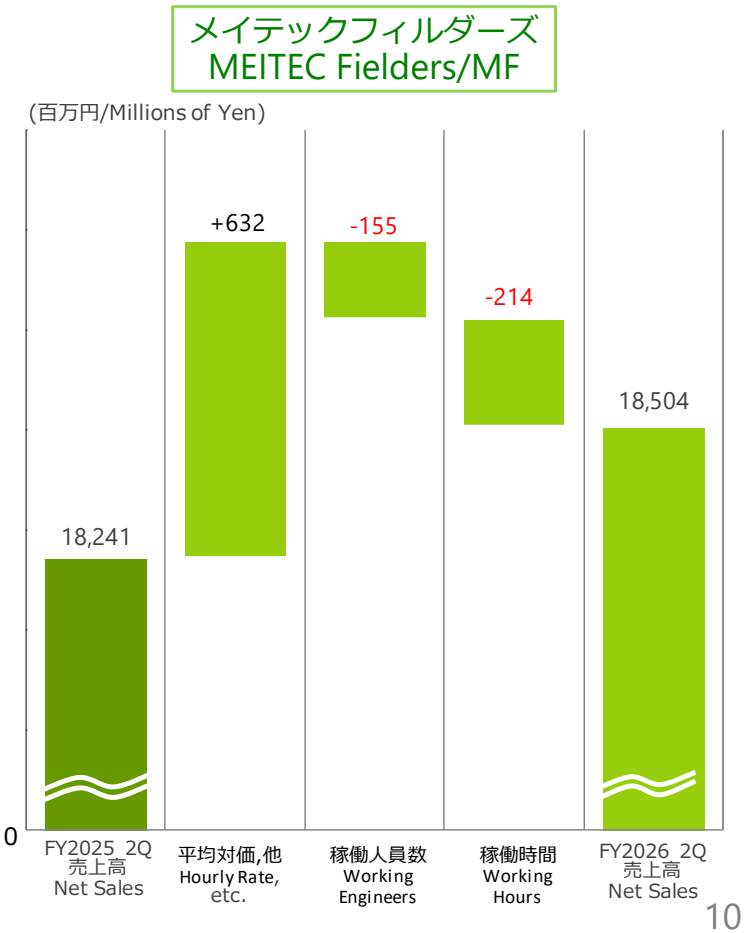
(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2025	2Q ended Sep. 30, 2026	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2026	Variance toward the FY forecast
Net sales	47,496	47,704	+207	+0.4%	48,100	-396
Cost of sales	34,035	33,878	-156	-0.5%	34,300	-422
Cost of sales to Net sales	71.7%	71.0%	-0.6%		71.0%	—
SG&A Expenses	5,407	5,459	+51	+1.0%	6,100	-641
Operating profit	8,053	8,365	+312	+3.9%	7,700	+665
Operating profit margins	17.0%	17.5%	+0.6%		16.1%	+1.4%
Ordinary profit	8,081	8,407	+326	+4.0%	7,700	+707
Extraordinary income & loss	-11	-26	-15	—		
Profit before income taxes	8,069	8,380	+311	+3.9%		
Profit	5,545	5,675	+129	+2.3%	5,200	+475
Utilization ratio (Company-wide)	97.8%	97.4%	-0.4%		97.8%	-0.4%
Working Hours 〈h/day〉	8.28	8.15	-0.13	-1.6%	8.28	-0.13
Number of Engineers	7,924	7,747	-177	-2.2%		

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2027 (MEITEC Fielders)

(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2025	2Q ended Sep. 30, 2026	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2026	Variance toward the FY forecast
Net sales	18,241	18,504	+262	+1.4%	18,700	-196
Cost of sales	14,438	14,633	+194	+1.3%	14,800	-167
Cost of sales to Net sales	79.2%	79.1%	-0.1%		79.1%	—
SG&A Expenses	1,983	2,124	+140	+7.1%	2,230	-106
Operating profit	1,819	1,747	-72	-4.0%	1,670	+77
Operating profit margins	10.0%	9.4%	-0.5%		8.9%	+0.5%
Ordinary profit	1,828	1,758	-70	-3.8%	1,600	+158
Extraordinary income & loss	—	—	—			
Profit before income taxes	1,828	1,758	-70	-3.8%		
Profit	1,249	1,192	-57	-4.6%	1,100	+92
Utilization ratio (Company-wide)	95.6%	96.1%	+0.5%		95.9%	+0.2%
Working Hours〈h/day〉	8.14	8.04	-0.10	-1.2%	8.14	-0.10
Number of Engineers	4,469	4,405	-64	-1.4%		

Comparison of Net Sales

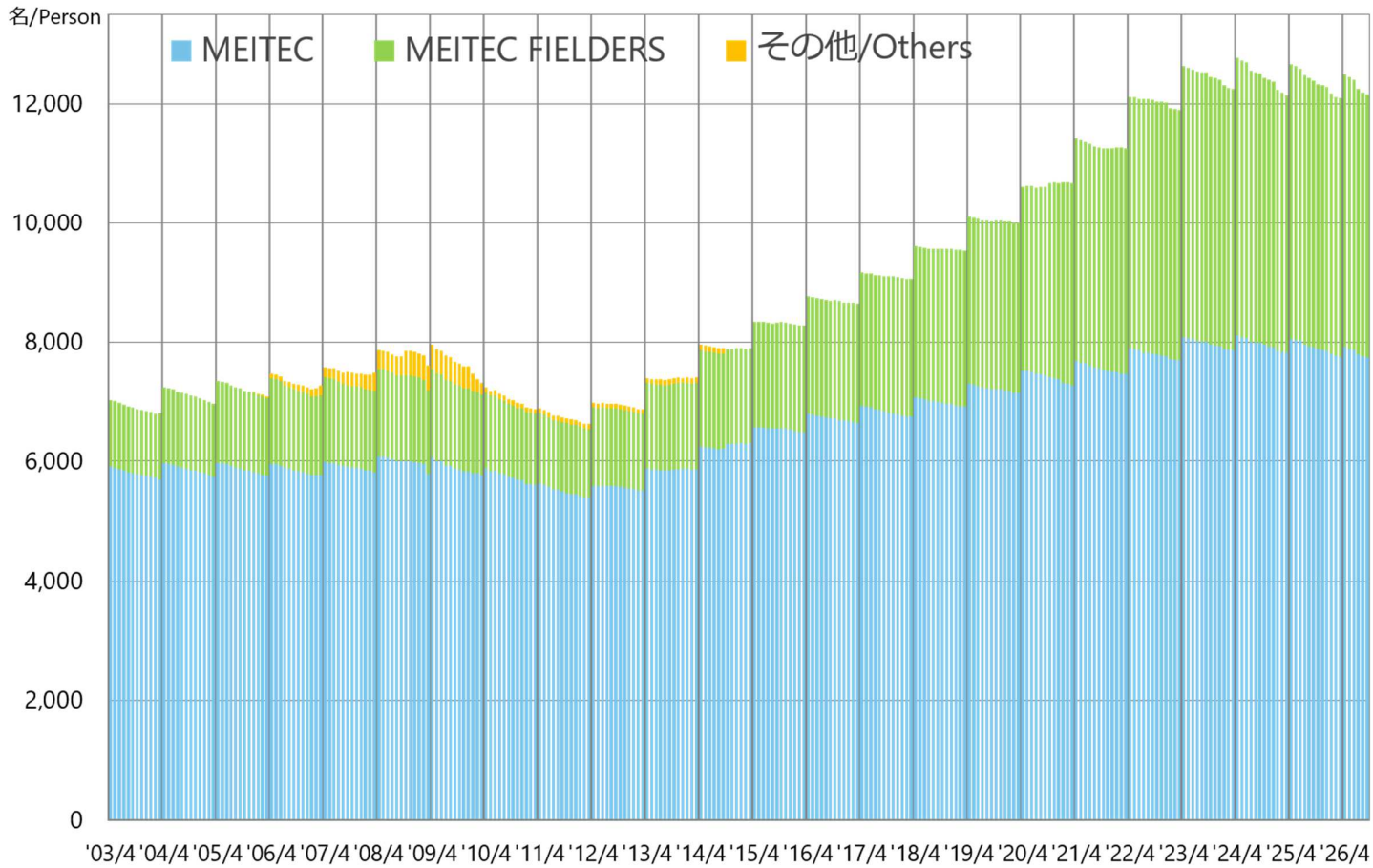




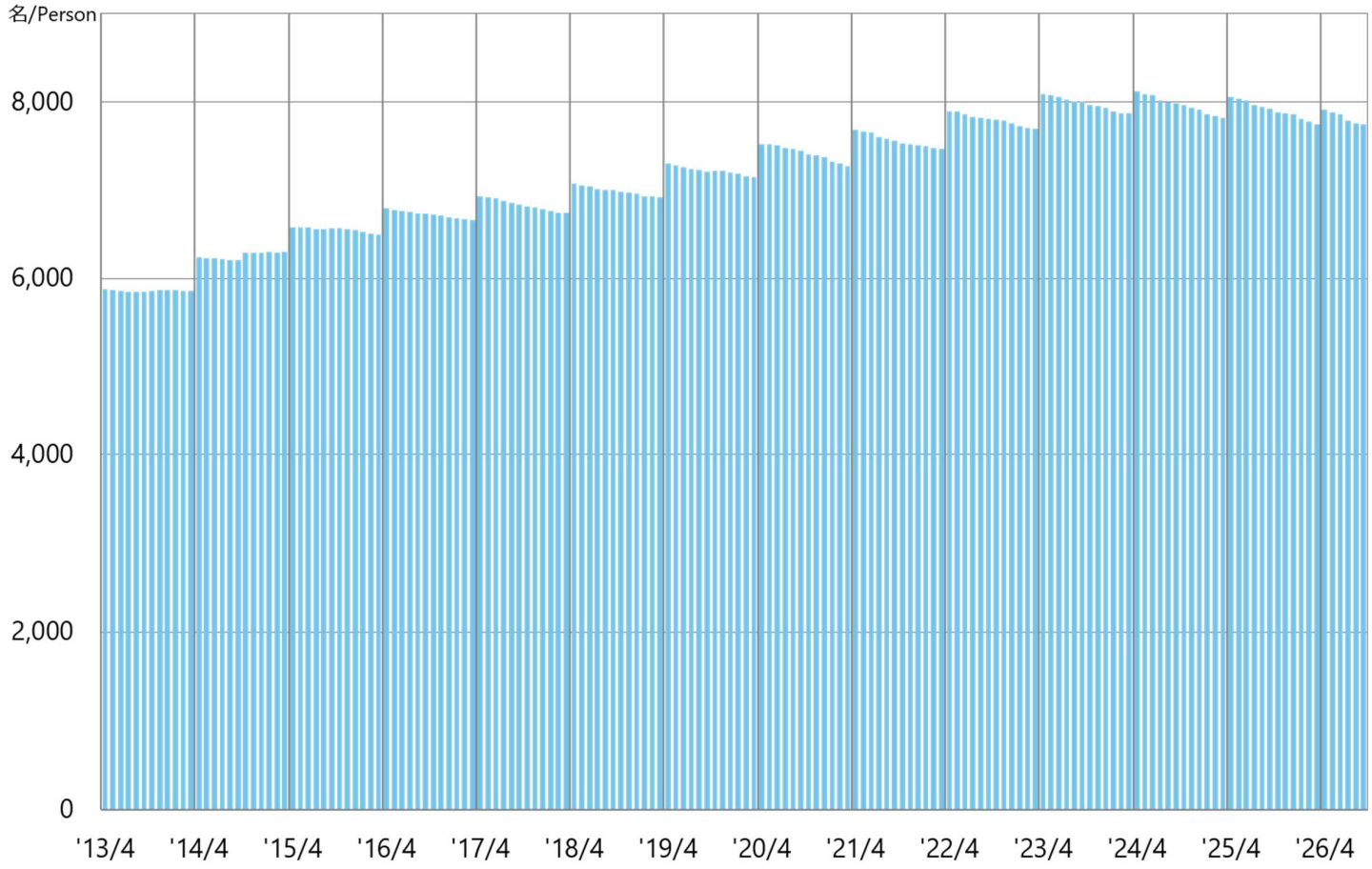
Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2027 (Business Domains)

	(百万円未満切捨て) (Fractions of one million yen are rounded down)	2026年3月期 2Q実績 2Q ended Sep. 30, 2025	2027年3月期 2Q実績 2Q ended Sep. 30, 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	67,689	68,273	+583	+0.9%
	構成比Component ratio	99.0%	99.3%	+0.3%	
	メイテック/MEITEC	47,496	47,704	+207	+0.4%
	メイテックフィルダーズ/MEITEC Fielders	18,241	18,504	+262	+1.4%
	営業利益/Operating profit	9,997	10,246	+248	+2.5%
	構成比Component ratio	99.3%	100.8%	+1.5%	
	営業利益率/Operating profit margins	14.8%	15.0%	+0.2%	
エンジニア紹介事業 Recruiting & Placement Business for Engineers	売上高/Sales	664	489	-174	-26.3%
	構成比Component ratio	1.0%	0.7%	-0.3%	
	営業利益/Operating profit	232	117	-115	-49.6%
	構成比Component ratio	2.3%	1.2%	-1.2%	
	営業利益率/Operating profit margins	35.0%	23.9%	-11.1%	

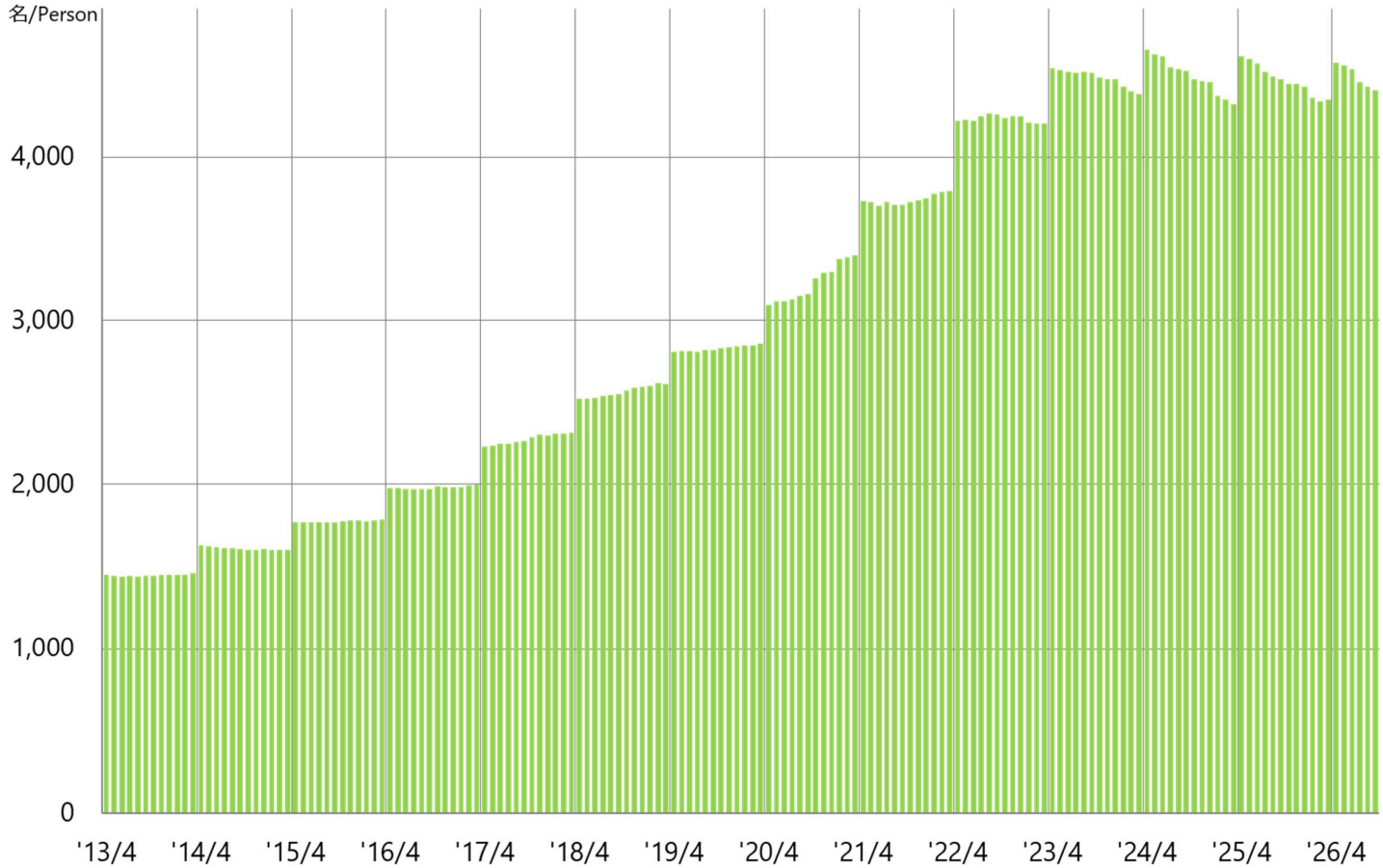
Number of Engineers (Group Consolidated)



Number of Engineers (MEITEC)



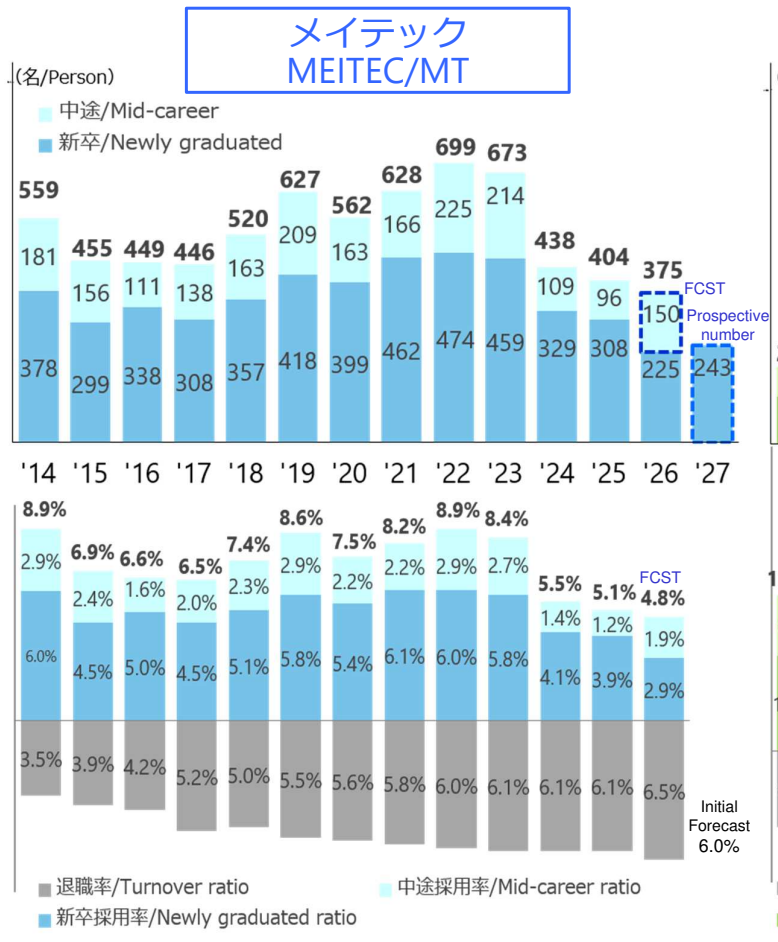
Number of Engineers (MEITEC Fielders)

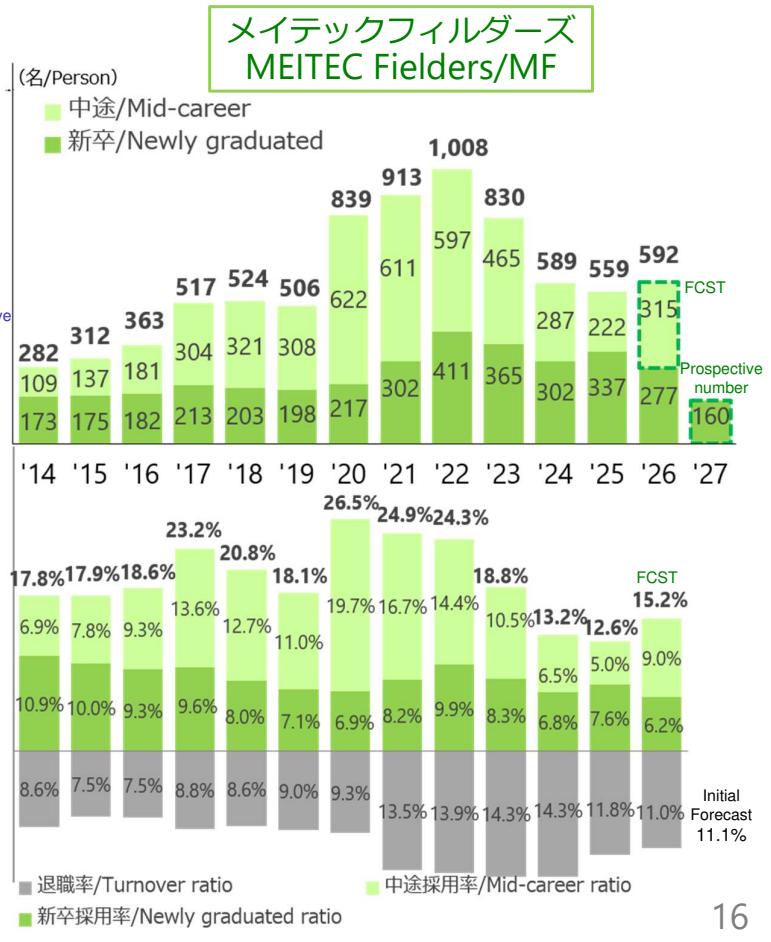


Status of Hiring Target

(Person)	Meitec Total	Meitec New Graduates	Meitec Mid-career	Meitec Fielders Total	Meitec Fielders New Graduates	Meitec Fielders Mid-career	2 group companies Total	2 group companies New Graduates	2 group companies Mid-career
FY2027		Prospective Number			Prospective Number			Prospective Number	
April 2027		243			160			403	
YoY		+18			-117			-99	
Comparison to Initial Forecast		-157			-290			-447	
FY2026	Target(i)+(ii)	(i)Actual	(ii)Target	Target(i)+(ii)	(i)Actual	(ii)Target	Target(i)+(ii)	(i)Actual	(ii)Target
April 2026	375	225	150	592	277	315	967	502	465
YoY	-29	-83	+54	+3	-60	+93	+4	-143	+147
Comparison to Initial Forecast		-175	—		-173	-85		-348	-85
FY2025	Actual(iii)+(iv)	(iii)Actual	(iv)Actual	Actual(iii)+(iv)	(iii)Actual	(iv)Actual	Actual(iii)+(iv)	(iii)Actual	(iv)Actual
April 2025	404	308	96	589	337	222	963	645	318
D YoY	-34	-21	-13	—	+35	-65	-64	+14	-78

Recruitment and Turnover





Comments on Hiring [New Graduate Hiring]

April 2027 New Graduate Prospective Number: Meitec

1. The number of prospective new graduates was 243, 157 fewer than targeted
2. We failed to recover from the shortfalls in early spring, mainly due to the delayed start in fall to winter 2025.

April 2027 New Graduate Prospective Number: Meitec Fielders

1. The number of prospective new graduates was 160, 290 fewer than targeted
2. The mainly cause for the shortfall was the delayed start in fall to winter 2025, but reviewing the possibilities of early assignments also had an impact.

April 2028 New Graduate Recruitment Status: Meitec

1. Keep early assignments in mind while maintaining hiring standards
2. Compared to last year, we are bringing forward the timeline for making contact with students and increasing the number of such opportunities

April 2028 New Graduate Recruitment Status: Meitec Fielders

1. We will place even greater emphasis on early assignments than before, while maintaining hiring standards
2. Compared to last year, we are bringing forward the timeline for engaging with students, increasing the number of such opportunities, and enhancing the Company's appeal

Comments on Hiring [Mid-career Hiring]

First-half Trends: Meitec

1. As reported, the decline in the conversion rate has had an impact (also seen in the business performance of Meitec Next)
2. Meanwhile, the strong demand for seasoned engineers remains unchanged, and competition remains fierce

First-half Trends: Meitec Fielders

1. Although we are securing a certain number of candidates, the situation remains challenging due to the declining conversion rate
2. It remains challenging to get applicants to accept job offers

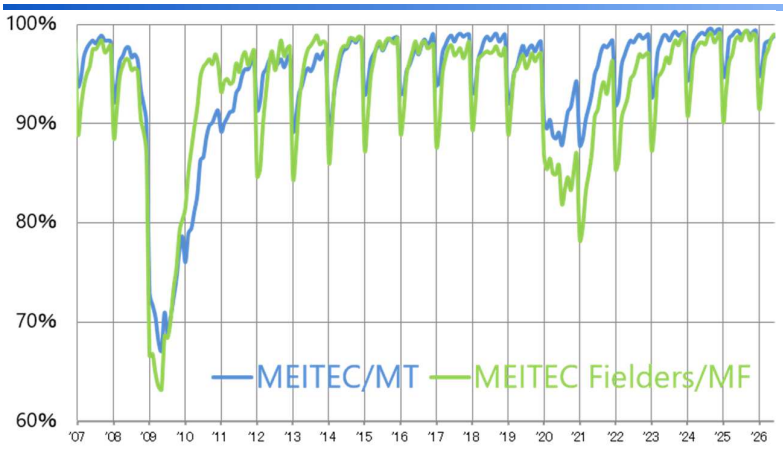
Revisions to Fiscal Year Targets: Meitec

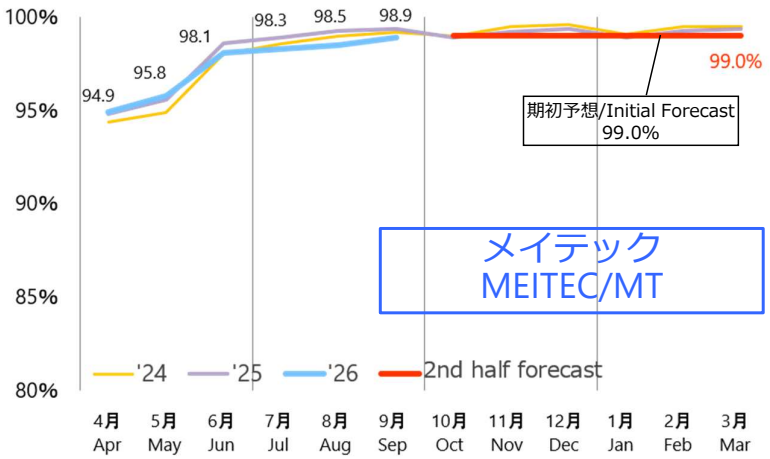
1. We will continue to maintain hiring standards to curb rising turnover rates and declining utilization ratios
2. Since the number of job seekers shows no signs of declining, we will expand our outreach and increase opportunities for direct engagement

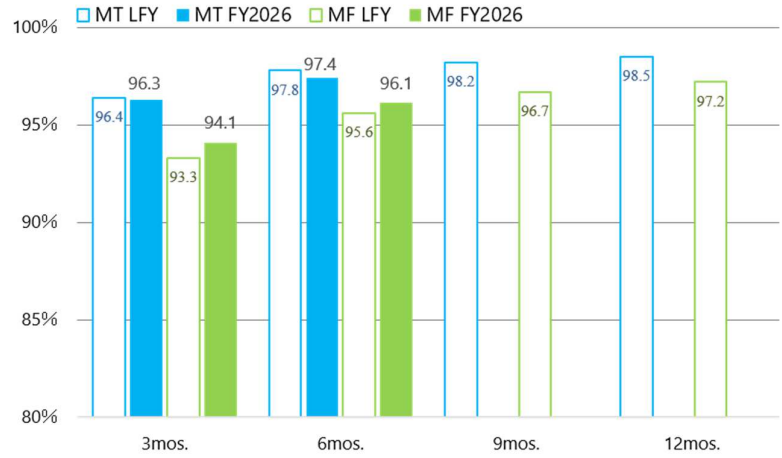
Revisions to Fiscal Year Targets: Meitec Fielders

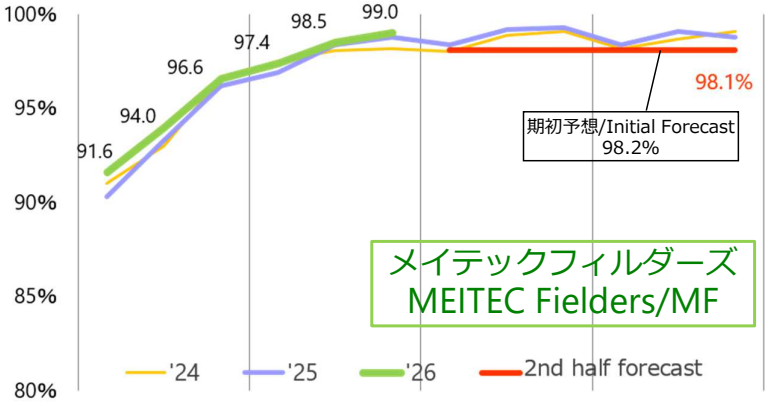
1. Considering our commitment to maintaining hiring standards and the current situation, we have revised our annual hiring target downward to 315 employees
2. The entire company will work together to stage a major comeback by expanding touchpoints with job seekers and increasing outreach opportunities

Utilization Ratio

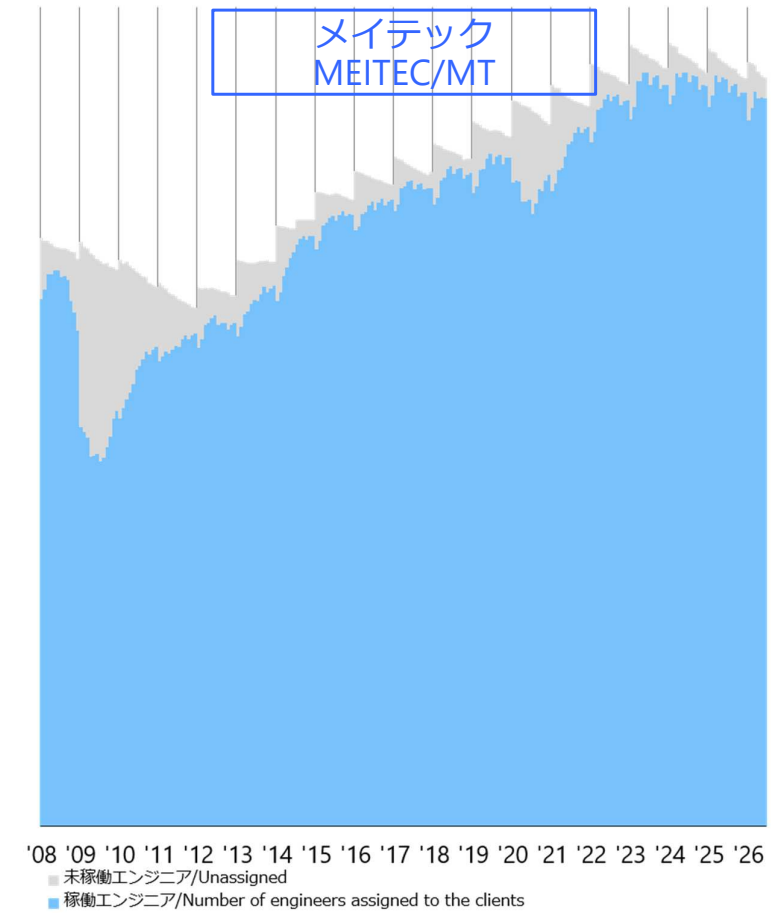


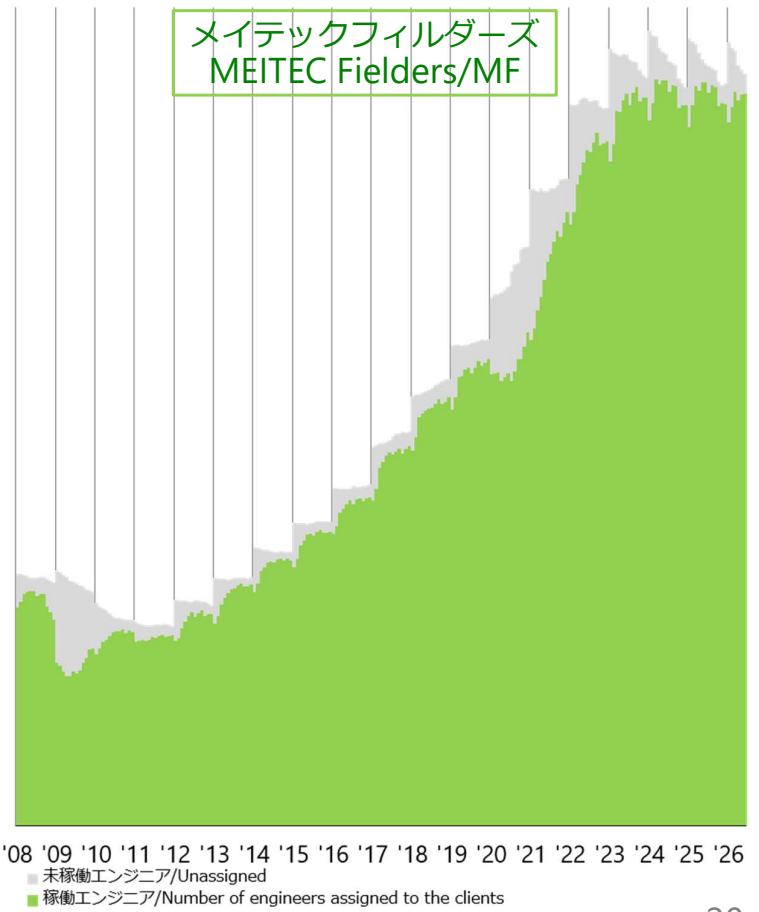




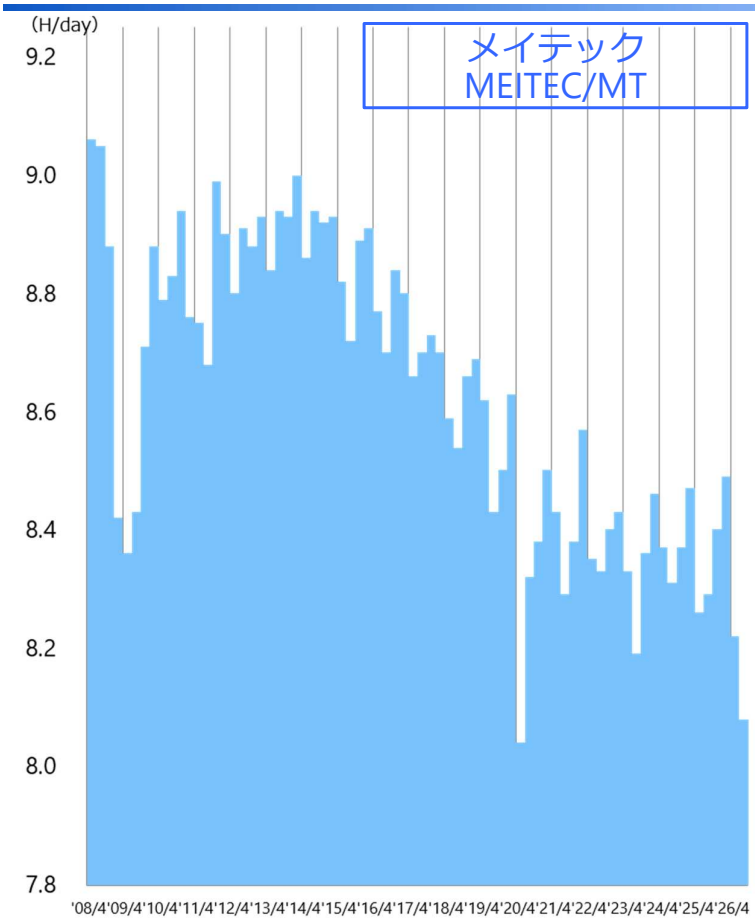


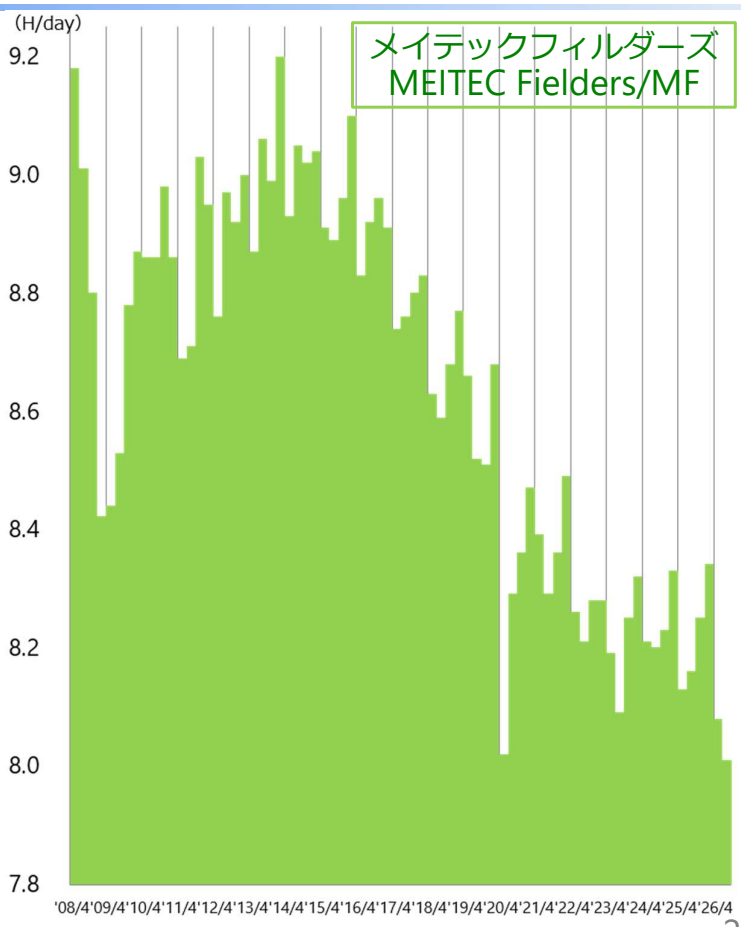
Number of Engineers Assigned to the Clients (Key factor of Sales)



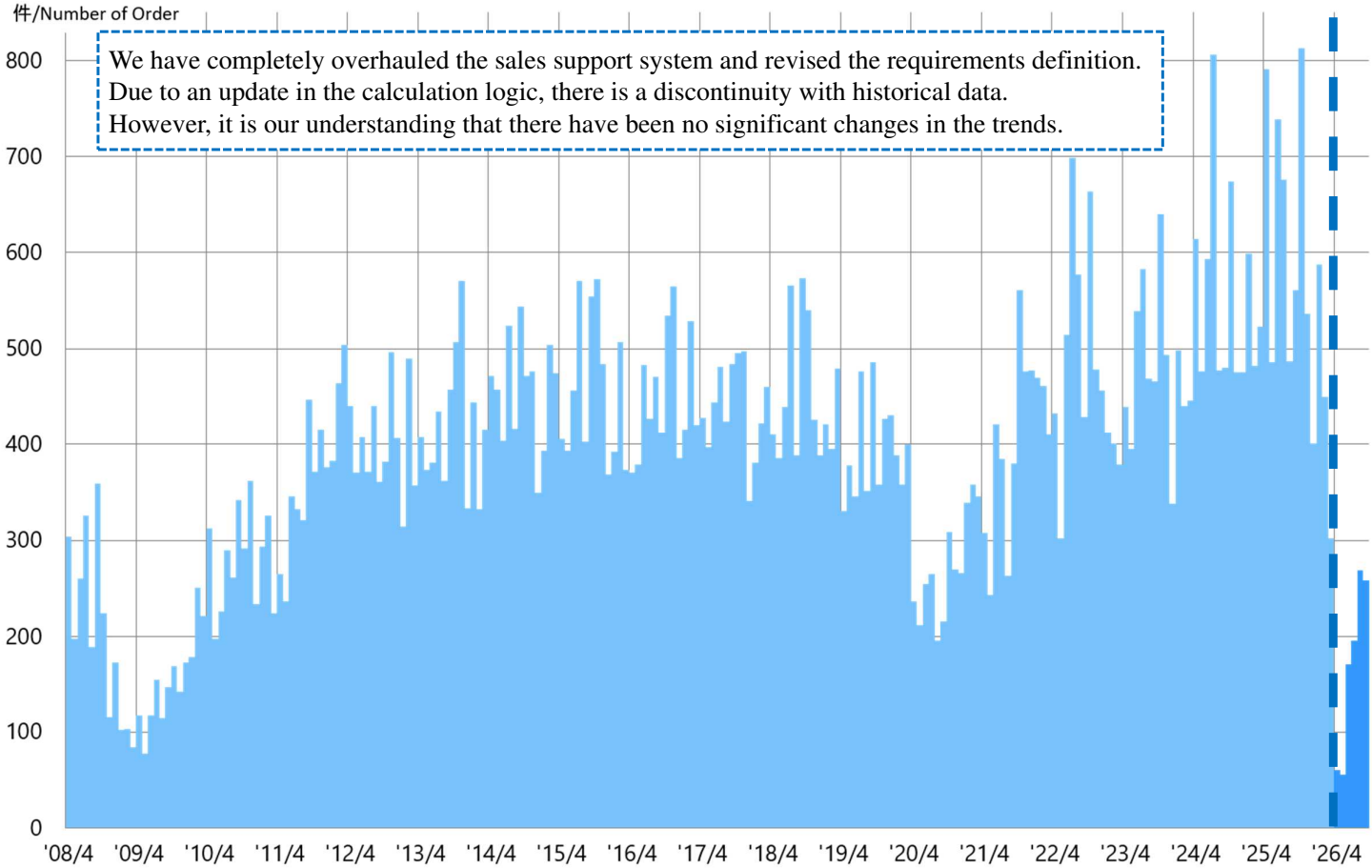


Working Hours





Trend in New Orders by Month (MEITEC)

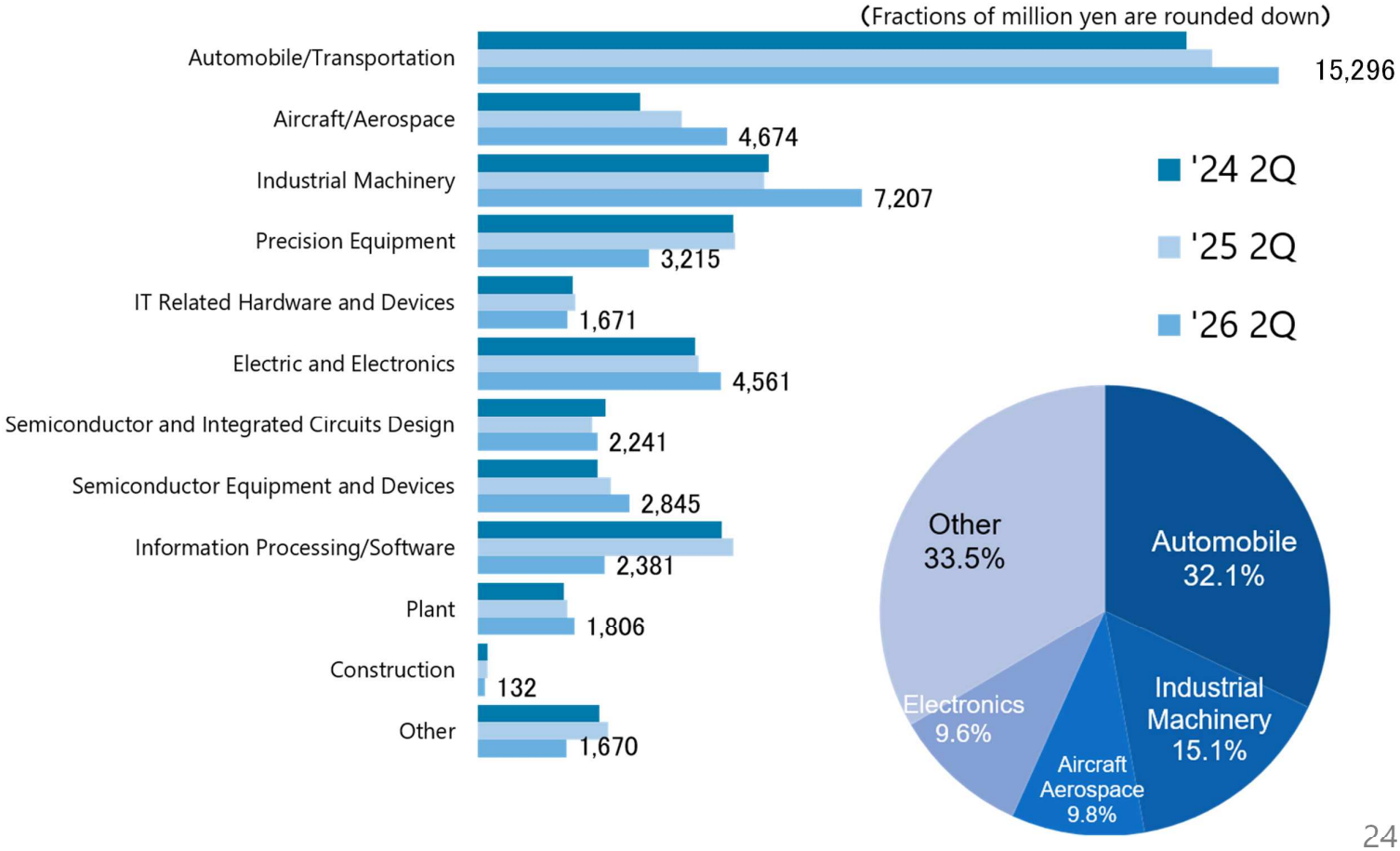


Top 10 Clients by Sales (MEITEC)

(Fractions of one million yen are rounded down)

5 Years ago			Previous year			2nd Q FY2026		
2nd Q FY2021			2nd Q FY2025					
1 Denso			1 Denso			1 Mitsubishi Heavy Industries		
2 Mitsubishi Heavy Industries			2 Mitsubishi Heavy Industries			2 Denso		
3 Sony Semiconductor Solutions			3 Sony Semiconductor Solutions			3 Hitachi High-Tech		
4 Panasonic			4 Nikon			4 Nikon		
5 Nikon			5 Hitachi High-Tech			5 Sony Semiconductor Solutions		
6 Hitachi High-Tech			6 Honda Motor			6 Toyota Motor		
7 Toyota Motor			7 Toyota Motor			7 Honda R&D		
8 Subaru			8 Yamaha Motor			8 Subaru		
9 Denso Ten			9 Subaru			9 Mitsubishi Electric		
10 Terumo			10 Denso Ten			10 Kawasaki Heavy Industries		
Top 10 Total	9,009	24.5%	Top 10 Total	12,893	27.1%	Top 10 Total	13,054	27.4%
Top 20 Total	13,000	35.3%	Top 20 Total	18,096	38.1%	Top 20 Total	18,434	38.6%
Others	23,842	64.7%	Others	29,401	61.9%	Others	29,269	61.4%
Total	36,841	100.0%	Total	47,496	100.0%	Total	47,704	100.0%

Sales by the Industrial Segments (MEITEC)



The Recording of Extraordinary Losses

Recorded ¥3,242 million in extraordinary losses, following the resolution to suspend use of facilities for training and other purposes at the Company headquarters

- ✓ Policy to sell promptly → Reduce real estate holdings to zero
- ✓ We plan to propose amending the Articles of Incorporation at next year's annual general meeting of shareholders

Reasons to suspend use

- Poor transportation options
- Usage rate is low with no prospects of improvement in the future
- Heavy burden of maintenance costs



Opened in March 1993

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

Comments on Forecasts

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

1. The forecast for net sales is being revised downward compared to the initial forecast due to factors such as the low number of engineers and the declining working hours. However, sales are expected to increase year on year.

2. Operating profit is being revised upwards due to effective control of SG&A expenses.

3. Profit is down due to extraordinary losses, and the forecast is being revised downward from ¥13.9 billion to ¥11.0 billion.

Forecast for the Fiscal Year Ending March 31, 2027 (Group Consolidated)
Comparison to the Initial Forecasts at the beginning of the Fiscal Year

(Fractions of one million yen are rounded down)	Annual forecast	Comparison to Initial Forecast	% Change	FY ended March. 31, 2025	2nd Half forecast	Comparison to Initial Forecast	% Change
Net sales	138,800	-2,000	-1.4%	68,761	70,039	-1,261	-1.8%
Cost of sales	101,100	-1,800	-1.7%	50,210	50,890	-1,210	-2.3%
SG&A Expenses	16,900	-500	-2.9%	8,387	8,513	+313	+3.8%
Operating profit	20,800	+300	+1.5%	10,163	10,637	-363	-3.3%
Operating profit margins	15.0%	+0.4%		14.8%	15.2%	-0.2%	
Ordinary profit	21,000	+300	+1.4%	10,291	10,709	-391	-3.5%
Profit attributable to owners of parent	11,000	-2,900	-20.9%	3,652	7,348	-52	-0.7%
Earnings per Share	142.47	-31.09		47.30			

Forecast for the Fiscal Year Ending March 31, 2027 (Group Consolidated)
Comparison to the Previous Fiscal Year

(Fractions of one million yen are rounded down)	Annual forecast	YoY Amount	% Change	FY ended March. 31, 2025	2nd Half forecast	YoY Amount	% Change
Net sales	138,800	+1,113	+0.8%	68,761	70,039	+705	+1.0%
Cost of sales	101,100	-294	-0.3%	50,210	50,890	-413	-0.8%
SG&A Expenses	16,900	+511	+3.1%	8,387	8,513	+322	+3.9%
Operating profit	20,800	+896	+4.5%	10,163	10,637	+797	+8.1%
Operating profit margins	15.0%	+0.5%		14.8%	15.2%	+1.0%	
Ordinary profit	21,000	+898	+4.5%	10,291	10,709	+780	+7.9%
Profit attributable to owners of parent	11,000	-4,051	-26.9%	3,652	7,348	-770	-9.5%
Earnings per Share	142.47	-52.49		47.30			

Forecast for the Fiscal Year Ending March 31, 2027 (MEITEC)
Comparison to the Initial Forecasts at the beginning of the Fiscal Year

(Fractions of one million yen are rounded down)	Annual forecast	Comparison to Initial Forecast	% Change	FY ended March. 31, 2025	2nd Half forecast	Comparison to Initial Forecast	% Change
Net sales	96,100	-900	-0.9%	47,704	48,396	-504	-1.0%
Cost of sales	68,200	-900	-1.3%	33,878	34,322	-478	-1.4%
Cost of sales to Net sales	71.0%	-0.2%		71.0%	70.9%	-0.3%	
SG&A Expenses	10,900	-500	-4.4%	5,459	5,441	+141	+2.7%
Operating profit	17,000	+500	+3.0%	8,365	8,635	-165	-1.9%
Operating profit margins	17.7%	+0.7%		17.5%	17.8%	-0.2%	
Ordinary profit	17,100	+600	+3.6%	8,407	8,693	-107	-1.2%
Profit	11,500	+300	+2.7%	5,675	5,825	-175	-2.9%
Utilization ratio (Company-wide)	98.2%	-0.2%		97.4%	99.0%	—	
Working Hours〈h/day〉	8.29	-0.07	-0.8%	8.15	8.43	-0.02	-0.2%
Number of Recruitment	375	—					
Newly graduated	225	—					
Mid-career	150	—					
Turnover Ratio	6.5%	+0.5%					

Expected New Graduates for April 2026	Comparison to Initial Forecast
243	-157

Forecast for the Fiscal Year Ending March 31, 2027 (MEITEC)
Comparison to the Previous Fiscal Year

(Fractions of one million yen are rounded down)	Annual forecast	YoY Amount	% Change	FY ended March. 31, 2025	2nd Half forecast	YoY Amount	% Change
Net sales	96,100	+417	+0.4%	47,704	48,396	+210	+0.4%
Cost of sales	68,200	-672	-1.0%	33,878	34,322	-515	-1.5%
Cost of sales to Net sales	71.0%	-1.0%		71.0%	70.9%	-0.8%	
SG&A Expenses	10,900	+24	+0.2%	5,459	5,441	-27	-0.5%
Operating profit	17,000	+1,066	+6.7%	8,365	8,635	+754	+9.6%
Operating profit margins	17.7%	+1.0%		17.5%	17.8%	+1.4%	
Ordinary profit	17,100	+1,114	+7.0%	8,407	8,693	+788	+10.0%
Profit	11,500	+118	+1.0%	5,675	5,825	-11	-0.2%
Utilization ratio (Company-wide)	98.2%	-0.3%		97.4%	99.0%	-0.2%	
Working Hours〈h/day〉	8.29	-0.07	-0.8%	8.15	8.43	-0.01	-0.1%
Number of Recruitment	375	-29					
Newly graduated	225	-83					
Mid-career	150	+54					
Turnover Ratio	6.5%	+0.4%					

Expected New Graduates for April 2026	To Apr. 2026
243	+18

Forecast for the Fiscal Year Ending March 31, 2027 (MEITEC Fielders)
Comparison to the Initial Forecasts at the beginning of the Fiscal Year

(Fractions of one million yen are rounded down)	Annual forecast	Comparison to Initial Forecast	% Change	FY ended March. 31, 2025	2nd Half forecast	Comparison to Initial Forecast	%Change
Net sales	37,400	-800	-2.1%	18,504	18,896	-604	-3.1%
Cost of sales	29,480	-780	-2.6%	14,633	14,847	-613	-4.0%
Cost of sales to Net sales	78.8%	-0.4%		79.1%	78.6%	-0.7%	
SG&A Expenses	4,500	—	—	2,124	2,376	+106	+4.7%
Operating profit	3,420	-20	-0.6%	1,747	1,673	-97	-5.5%
Operating profit margins	9.1%	+0.1%		9.4%	8.9%	-0.2%	
Ordinary profit	3,400	—	—	1,758	1,642	-158	-8.8%
Profit	2,300	—	—	1,192	1,108	-92	-7.7%
Utilization ratio (Company-wide)	97.1%	—		96.1%	98.1%	-0.1%	
Working Hours〈h/day〉	8.17	-0.05	-0.6%	8.04	8.29	—	—
Number of Recruitment	592	-85					
Newly graduated	277	—					
Mid-career	315	-85					
Turnover Ratio	11.0%	-0.1%					

Expected New Graduates for April 2026	Comparison to Initial Forecast
160	-290

Forecast for the Fiscal Year Ending March 31, 2027 (MEITEC Fielders)
Comparison to the Previous Fiscal Year

(Fractions of one million yen are rounded down)	Annual forecast	YoY Amount	% Change	FY ended March. 31, 2025	2nd Half forecast	YoY Amount	%Change
Net sales	37,400	+691	+1.9%	18,504	18,896	+428	+2.3%
Cost of sales	29,480	+236	+0.8%	14,633	14,847	+41	+0.3%
Cost of sales to Net sales	78.8%	-0.9%		79.1%	78.6%	-1.6%	
SG&A Expenses	4,500	+535	+13.5%	2,124	2,376	+394	+19.9%
Operating profit	3,420	-79	-2.3%	1,747	1,673	-7	-0.4%
Operating profit margins	9.1%	-0.4%		9.4%	8.9%	-0.2%	
Ordinary profit	3,400	-116	-3.3%	1,758	1,642	-46	-2.7%
Profit	2,300	-380	-14.2%	1,192	1,108	-322	-22.6%
Utilization ratio (Company-wide)	97.1%	-0.1%		96.1%	98.1%	-0.7%	
Working Hours〈h/day〉	8.17	-0.05	-0.6%	8.04	8.29	—	—
Number of Recruitment	592	+33					
Newly graduated	277	-60					
Mid-career	315	+93					
Turnover Ratio	11.0%	-0.8%					

Expected New Graduates for April 2026	To Apr. 2026
160	-117

Basic Policy Regarding Profit Distribution

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

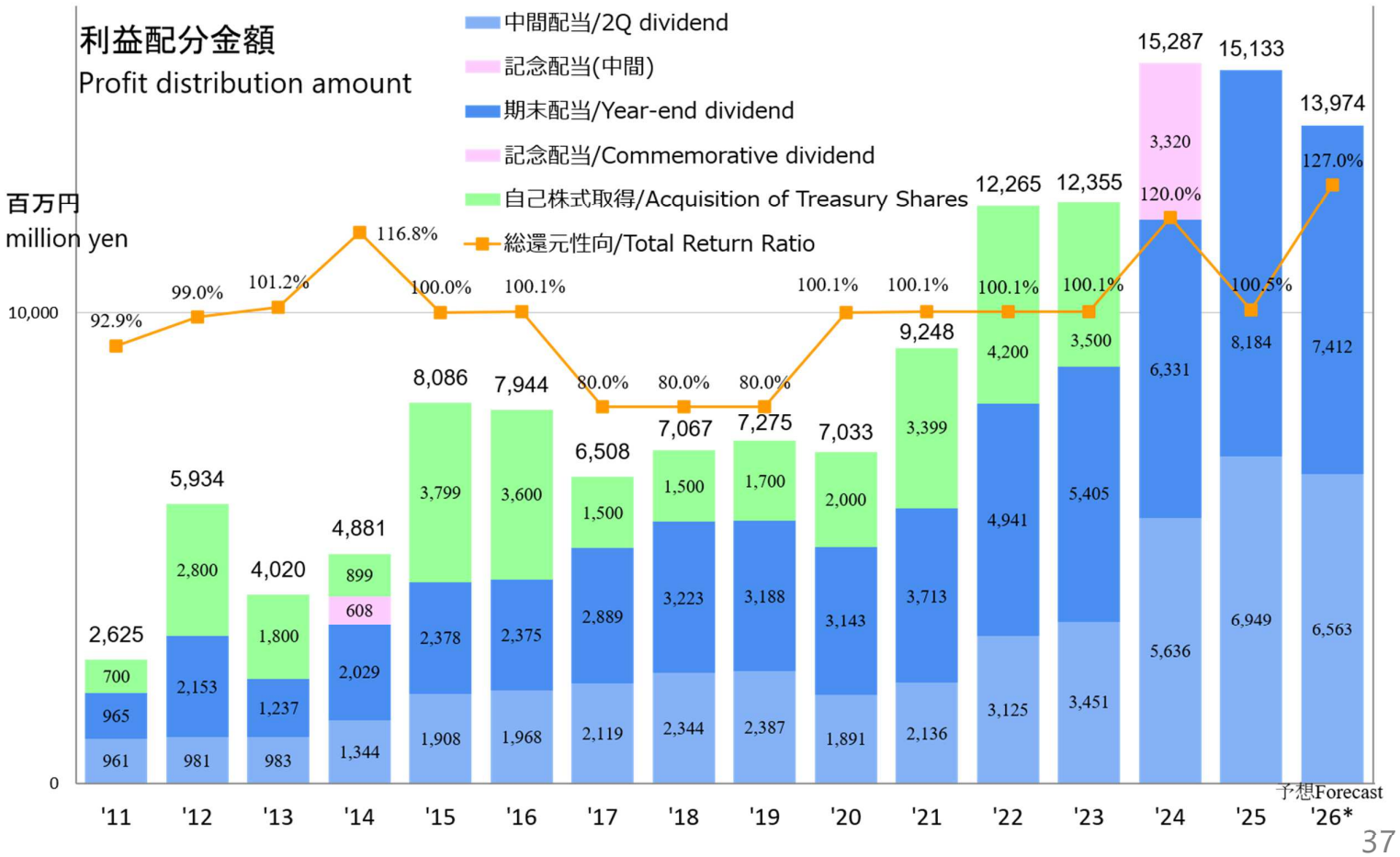
Supplementary explanation on holding treasury shares

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

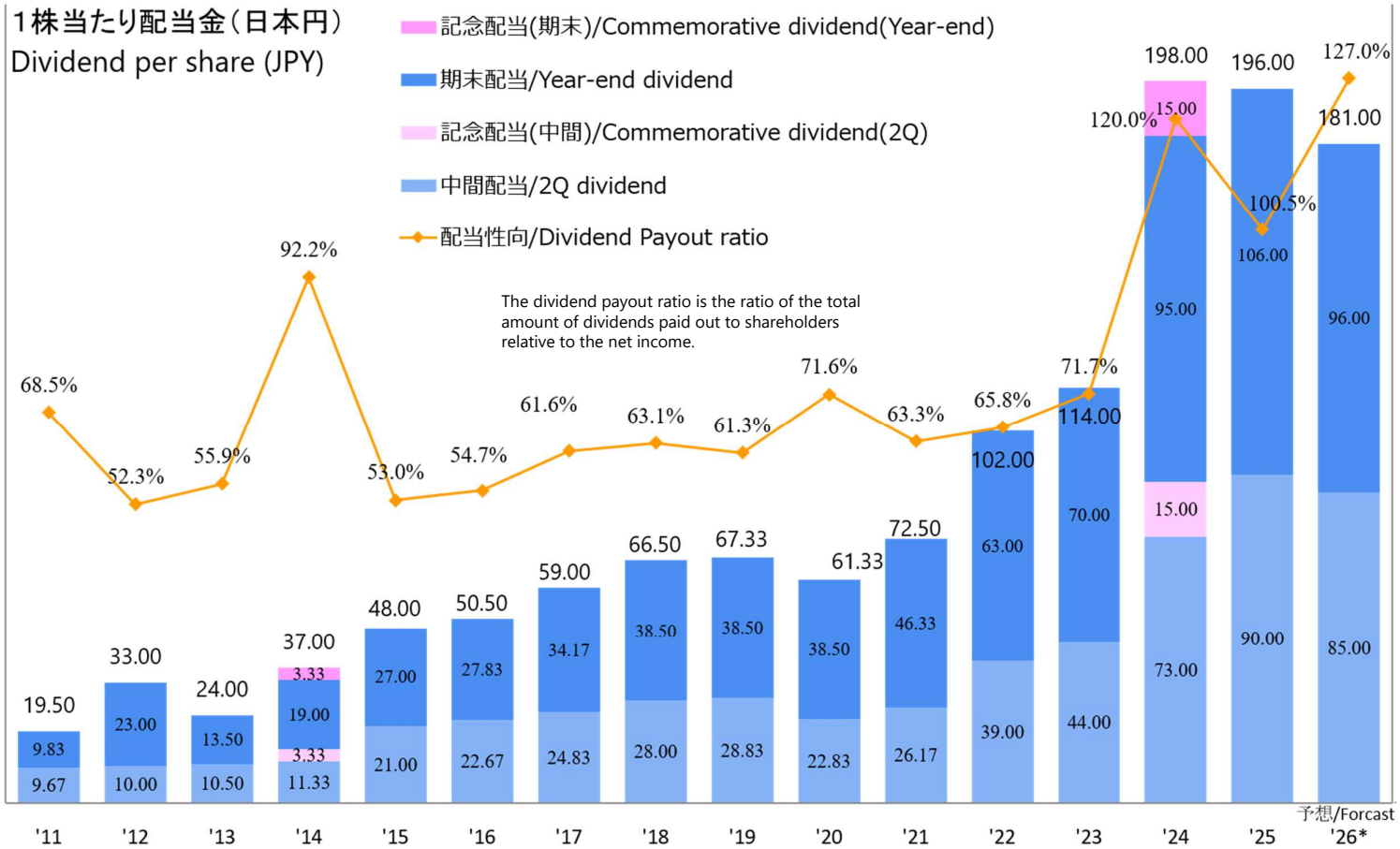
Comments on Dividend Forecasts

1. At ¥85, 2nd quarter dividends remain unchanged from the forecast published in May
2. The point of discussion was the handling of the profit distribution policy: a total payout ratio of 100% or less in principle
3. The conclusion was to keep the year-end dividend at ¥96, unchanged from the forecast published at the beginning of the fiscal year
4. Reasons include but are not limited to:
   The projected profit for the second half of the fiscal year is in line with the forecast announced at the beginning of the fiscal year;
   The cost of capital has remained stable or declined, despite rising interest rates;
   And the Company continues to maintain its financial stability.
5. PBR exceeds 3, so we will not take measures to reduce liquidity through the acquisition of treasury shares

Results and Forecast of Profit Distribution



Results and Forecast of Dividend



3. Reference Materials

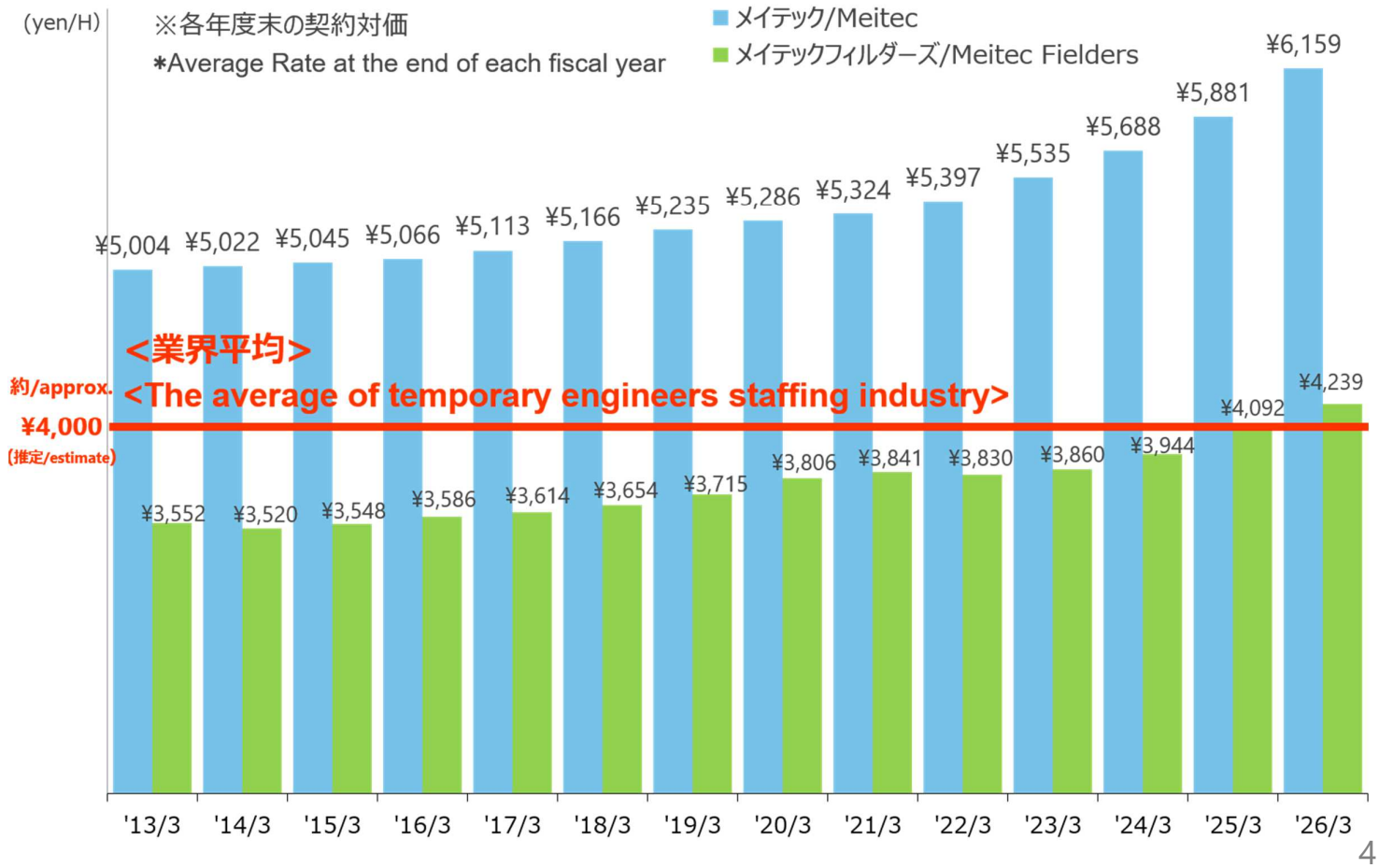
Forecast for the Fiscal Year Ending March 31, 2027 (Group Companies)

(Millions of yen)	Engineering Solutions Business			Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec Next
Net sales	96,100	37,400	4,260	1,130
YoY Amount	+417	+691	+34	-191
% Change	+0.4%	+1.9%	+0.8%	-14.5%
Operating profit	17,000	3,420	330	310
YoY Amount	+1,066	-79	+9	-158
% Change	+6.7%	-2.3%	+2.9%	-33.9%
Margin	17.7%	9.1%	7.7%	27.4%
% Change	+1.0%	-0.4%	+0.1%	-8.1%
Ordinary profit	17,100	3,400	330	310
Profit	11,500	2,300	210	200

Trend in Average Rate = (Market Value)

Re-posted

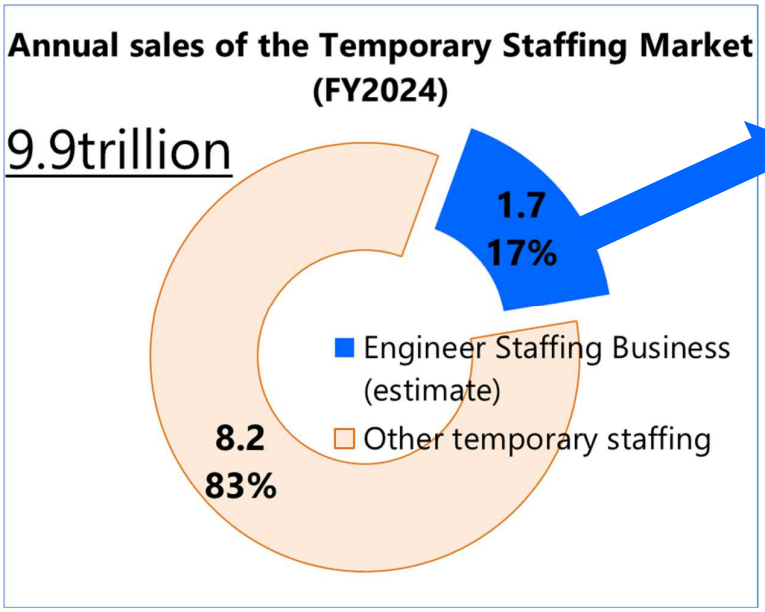
MEITEC Engineering Firm at The Core
MEITEC GROUP

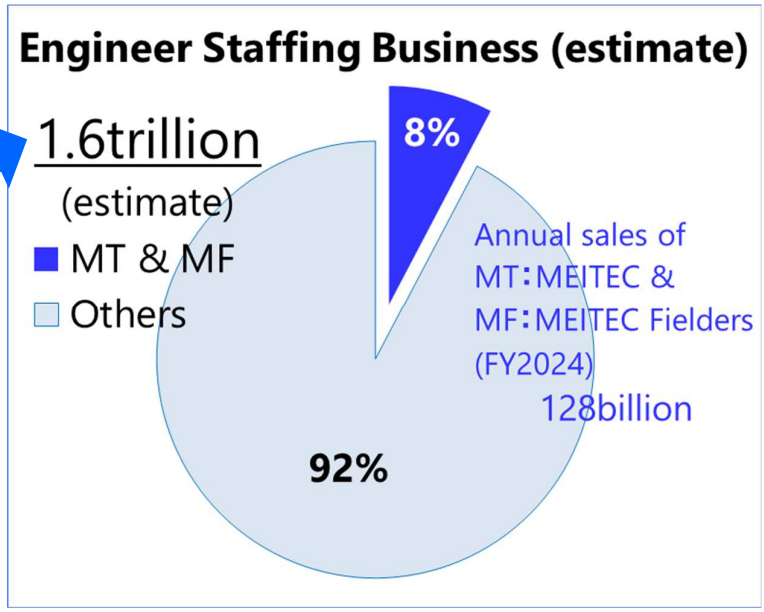


Market of Engineer Staffing Business (estimate)

Re-posted

MEITEC Engineering Firm at The Core
MEITEC GROUP





2026年3月/March-2026		エンジニア派遣(推定) Engineer Staffing(estimate)
MEITEC	MEITEC Fielders	
¥6,159	¥4,239	¥4,000

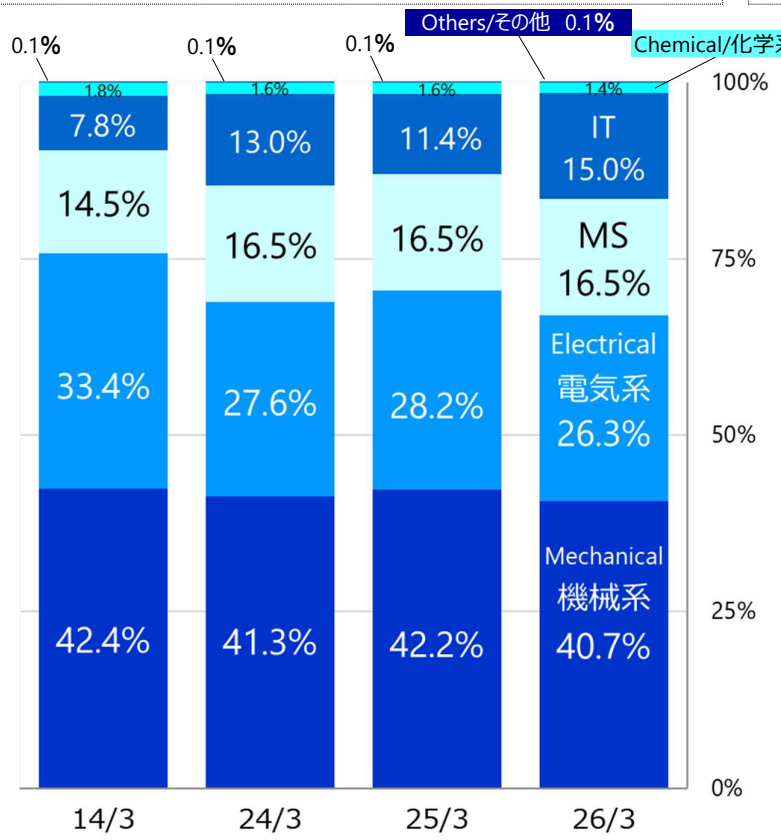
Source: MHLW statistics . We calculated the estimate originally. * We assume no responsibility for our estimation.

Distribution of Engineers by Technical Fields and Age (MEITEC)

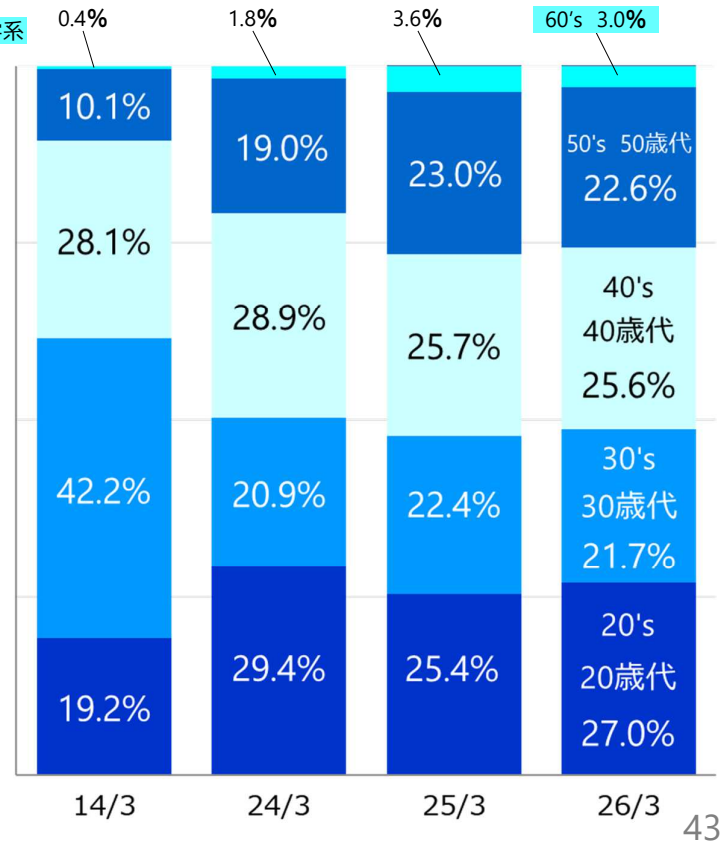
Re-posted

MEITEC Engineering Firm at The Core
MEITEC GROUP

技術分野/Technical field



年齢/According to age



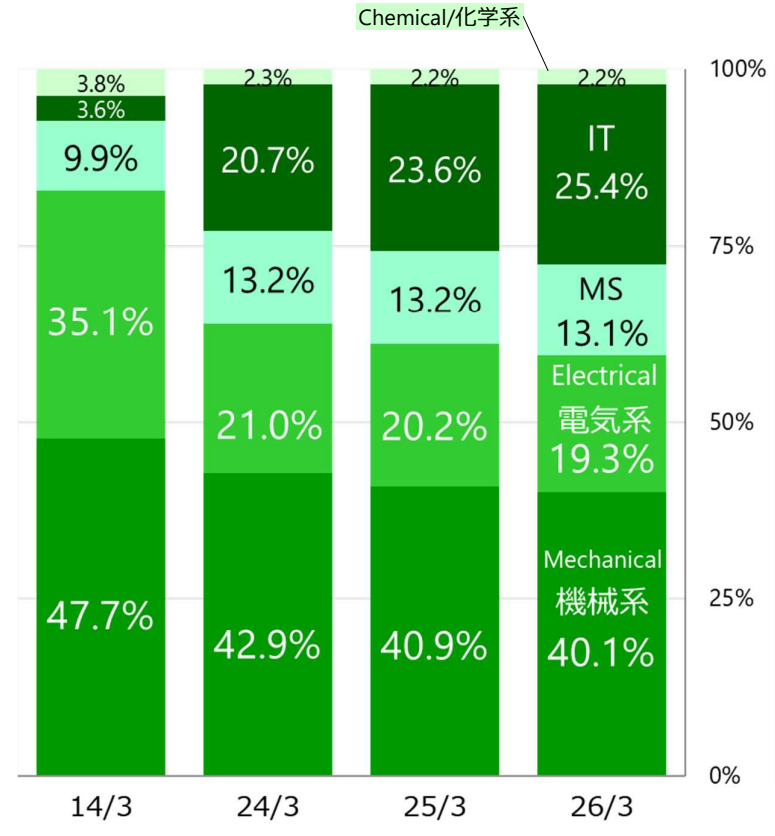
MS: Micro Computer System

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

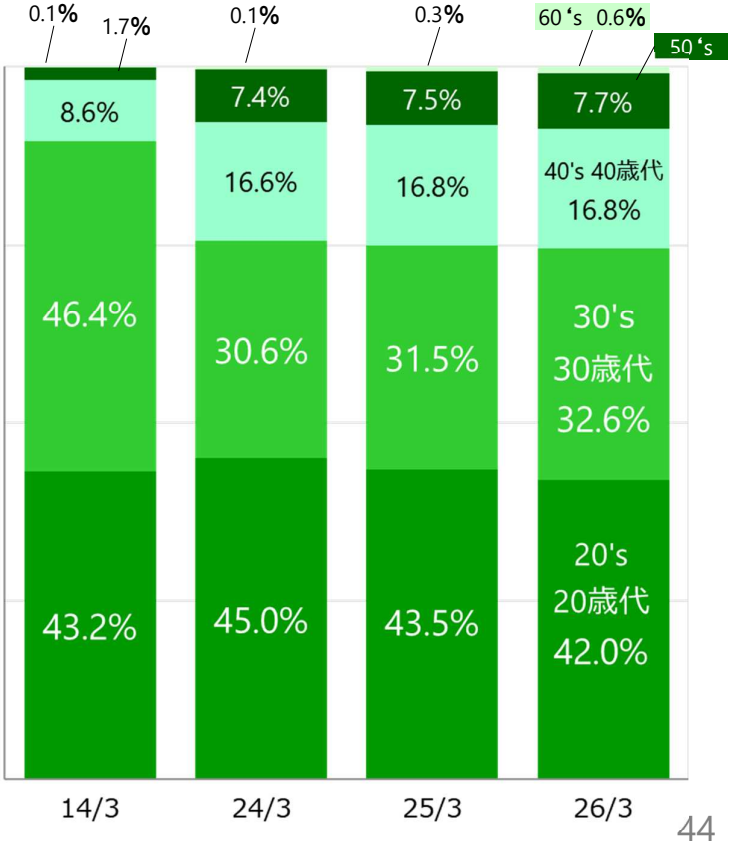
Re-posted

MEITEC Engineering Firm at The Core
MEITEC GROUP

技術分野/Technical field



年齢/According to age



MS: Micro Computer System

Sales by the Industrial Segments (MEITEC)

(Fractions of one million yen are rounded down)

メイテック MEITEC/MT	2Q FY2022	2Q FY2023	2Q FY2024	2Q FY2025	2Q FY2026			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	10,986	11,936	13,285	13,766	15,296	32.1%	+1,530	+11.1%
Aircraft/Aerospace	2,009	2,366	3,047	3,826	4,674	9.8%	+848	+22.2%
Industrial Machinery	5,537	5,498	5,454	5,374	7,207	15.1%	+1,832	+34.1%
Precision Equipment	4,475	4,870	4,793	4,816	3,215	6.7%	-1,601	-33.3%
IT Related Hardware and Devices	1,829	1,822	1,786	1,829	1,671	3.5%	-158	-8.7%
Electric and Electronics	3,961	4,180	4,081	4,141	4,561	9.6%	+420	+10.1%
Semiconductors and Integrated Circuits Design	2,483	2,529	2,391	2,149	2,241	4.7%	+92	+4.3%
Semiconductor Equipment and Devices	1,875	2,151	2,252	2,487	2,845	6.0%	+357	+14.4%
Information Processing/Software	3,836	4,320	4,568	4,796	2,381	5.0%	-2,414	-50.3%
Plant	1,518	1,618	1,613	1,683	1,806	3.8%	+122	+7.3%
Construction	189	176	184	188	132	0.3%	-56	-29.8%
Others	2,196	2,268	2,278	2,437	1,670	3.5%	-766	-31.4%
Total	40,899	43,740	45,737	47,496	47,704	100.0%	+207	+0.4%

Sales by the Industrial Segments (MEITEC Fielders)

(Fractions of one million yen are rounded down)

メイテックフィルダーズ MEITEC Fielders/MF	2Q FY2022	2Q FY2023	2Q FY2024	2Q FY2025	2Q FY2026			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	3,771	4,297	4,749	5,181	5,275	28.5%	+94	+1.8%
Aircraft/Aerospace	181	222	418	598	1,152	6.2%	+553	+92.5%
Industrial Machinery	2,774	3,082	3,363	3,450	3,101	16.8%	-348	-10.1%
Precision Equipment	1,805	1,915	2,062	1,929	1,769	9.6%	-159	-8.3%
IT Related Hardware and Devices	316	391	392	396	926	5.0%	+529	+133.5%
Electric and Electronics	1,511	1,704	1,671	1,535	1,680	9.1%	+145	+9.4%
Semiconductors and Integrated Circuits Design	518	575	574	534	595	3.2%	+60	+11.4%
Semiconductor Equipment and Devices	881	925	835	828	982	5.3%	+154	+18.6%
Information Processing/Software	1,248	1,497	1,606	1,577	1,466	7.9%	-111	-7.0%
Plant	554	642	656	801	1,146	6.2%	+344	+43.0%
Construction	28	29	15	21	54	0.3%	+32	+151.1%
Others	1,094	1,179	1,341	1,386	353	1.9%	-1,033	-74.5%
Total	14,687	16,463	17,689	18,241	18,504	100.0%	+262	+1.4%

Trend of Performances (Group Consolidated)

(Millions of Yen)	2015-2Q	2016-2Q	2017-2Q	2018-2Q	2019-2Q	2020-2Q	2021-2Q	2022-2Q	2023-2Q	2024-2Q	2025-2Q	2026-2Q
Net sales	42,143	44,111	45,867	47,621	49,577	47,091	50,915	58,029	62,553	65,837	68,352	68,761
Cost of sales	31,321	32,861	34,049	35,288	36,461	35,307	38,074	42,357	45,672	48,210	50,091	50,210
Cost of sales to Net sales	74.3%	74.5%	74.2%	74.1%	73.5%	75.0%	74.8%	73.0%	73.0%	73.2%	73.3%	73.0%
Gross profit	10,821	11,249	11,817	12,332	13,116	11,783	12,840	15,672	16,880	17,626	18,261	18,551
Selling, general and administrative expenses	6,077	6,178	6,375	6,505	7,113	6,905	7,503	8,088	8,259	8,606	8,197	8,387
SG&A expenses to Net sales	14.4%	14.0%	13.9%	13.7%	14.3%	14.7%	14.7%	13.9%	13.2%	13.1%	12.0%	12.2%
Operating profit	4,744	5,071	5,442	5,827	6,003	4,878	5,336	7,584	8,620	9,020	10,063	10,163
Operating profit margins	11.3%	11.5%	11.9%	12.2%	12.1%	10.4%	10.5%	13.1%	13.8%	13.7%	14.7%	14.8%
Non-operating profit	14	11	9	7	22	31	70	52	24	36	112	129
Non-operating expenses	35	7	5	5	4	1	1	1	19	9	3	1
Ordinary profit	4,723	5,074	5,447	5,830	6,020	4,907	5,405	7,635	8,625	9,048	10,172	10,291
Ordinary profit margins	11.2%	11.5%	11.9%	12.2%	12.1%	10.4%	10.6%	13.2%	13.8%	13.7%	14.9%	15.0%
Extraordinary income	1,084	2	—	11	—	—	—	—	—	—	—	—
Extraordinary loss	30	3	60	1	2	4	4	0	5	621	11	3,269
Profit before income taxes	5,777	5,073	5,386	5,840	6,018	4,903	5,401	7,635	8,619	8,426	10,160	7,022
Total income taxes	1,979	1,607	1,860	1,954	2,047	1,764	1,852	2,527	2,868	2,888	3,227	3,370
Profit attributable to owners of parent	3,798	3,466	3,526	3,885	3,970	3,138	3,549	5,107	5,750	5,538	6,933	3,652
Profit margins	9.0%	7.9%	7.7%	8.2%	8.0%	6.7%	7.0%	8.8%	9.2%	8.4%	10.1%	5.3%

Trend of Performances (MEITEC)

(Millions of Yen)	2015-2Q	2016-2Q	2017-2Q	2018-2Q	2019-2Q	2020-2Q	2021-2Q	2022-2Q	2023-2Q	2024-2Q	2025-2Q	2026-2Q
Net sales	33,131	34,073	35,544	36,116	36,976	34,846	36,841	40,899	43,740	45,737	47,496	47,704
Cost of sales	24,758	25,545	26,601	26,969	27,307	26,213	27,476	29,634	31,458	32,860	34,035	33,878
Cost of sales to Net sales	74.7%	75.0%	74.8%	74.7%	73.8%	75.2%	74.6%	72.5%	71.9%	71.8%	71.7%	71.0%
Gross profit	8,372	8,527	8,942	9,146	9,669	8,633	9,365	11,264	12,281	12,877	13,461	13,825
Selling, general and administrative expenses	4,444	4,426	4,512	4,502	4,907	4,676	4,917	5,176	5,428	5,853	5,407	5,459
SG&A expenses to Net sales	13.4%	13.0%	12.7%	12.5%	13.3%	13.4%	13.3%	12.7%	12.4%	12.8%	11.4%	11.4%
Operating profit	3,927	4,100	4,430	4,644	4,762	3,956	4,447	6,088	6,853	7,023	8,053	8,365
Operating profit margins	11.9%	12.0%	12.5%	12.9%	12.9%	11.4%	12.1%	14.9%	15.7%	15.4%	17.0%	17.5%
Non-operating profit	497	585	751	749	902	943	581	899	1,228	14	28	41
Non-operating expenses	30	6	2	4	3	1	1	1	19	8	0	0
Ordinary profit	4,395	4,679	5,179	5,388	5,661	4,899	5,027	6,986	8,062	7,030	8,081	8,407
Ordinary profit margins	13.3%	13.7%	14.6%	14.9%	15.3%	14.1%	13.6%	17.1%	18.4%	15.4%	17.0%	17.6%
Extraordinary income	1,084	15	30	11	—	—	—	—	—	—	—	0
Extraordinary loss	43	3	60	1	2	4	4	0	4	1	11	26
Profit before income taxes	5,437	4,691	5,149	5,398	5,658	4,894	5,023	6,986	8,058	7,028	8,069	8,380
Total income taxes	1,687	1,411	1,541	1,589	1,661	1,464	1,553	2,048	2,311	2,202	2,524	2,705
Profit	3,749	3,279	3,608	3,808	3,997	3,429	3,470	4,937	5,746	4,826	5,545	5,675
Profit margins	11.3%	9.6%	10.2%	10.5%	10.8%	9.8%	9.4%	12.1%	13.1%	10.6%	11.7%	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.

Trend of Performances (MEITEC Fielders)

(Millions of Yen)	2015-2Q	2016-2Q	2017-2Q	2018-2Q	2019-2Q	2020-2Q	2021-2Q	2022-2Q	2023-2Q	2024-2Q	2025-2Q	2026-2Q
Net sales	6,386	7,218	8,163	9,314	10,439	10,272	11,987	14,687	16,463	17,689	18,241	18,504
Cost of sales	4,965	5,637	6,357	7,245	8,095	8,007	9,425	11,414	12,838	13,910	14,438	14,633
Cost of sales to Net sales	77.7%	78.1%	77.9%	77.8%	77.5%	77.9%	78.6%	77.7%	78.0%	78.6%	79.2%	79.1%
Gross profit	1,421	1,580	1,806	2,069	2,344	2,265	2,562	3,273	3,625	3,778	3,803	3,871
Selling, general and administrative expenses	873	939	1,129	1,256	1,413	1,601	1,924	2,171	2,193	2,049	1,983	2,124
SG&A expenses to Net sales	13.7%	13.0%	13.8%	13.5%	13.5%	15.6%	16.1%	14.8%	13.3%	11.6%	10.9%	11.5%
Operating profit	547	641	677	812	930	664	638	1,101	1,431	1,729	1,819	1,747
Operating profit margins	8.6%	8.9%	8.3%	8.7%	8.9%	6.5%	5.3%	7.5%	8.7%	9.8%	10.0%	9.4%
Non-operating profit	—	—	—	—	—	—	1	0	1	1	9	12
Non-operating expenses	—	1	2	—	—	1	0	0	0	0	0	1
Ordinary profit	548	639	674	812	930	663	639	1,102	1,432	1,730	1,828	1,758
Ordinary profit margins	8.6%	8.9%	8.3%	8.7%	8.9%	6.5%	5.3%	7.5%	8.7%	9.8%	10.0%	9.5%
Extraordinary income	—	—	—	—	—	—	—	—	—	—	—	—
Extraordinary loss	—	—	—	—	—	—	—	—	—	—	0	—
Profit before income taxes	548	639	674	812	930	663	639	1,102	1,432	1,730	1,828	1,758
Total income taxes	198	116	211	250	286	208	201	344	446	539	578	565
Profit	349	523	462	561	644	454	438	757	985	1,191	1,249	1,192
Profit margins	5.5%	7.3%	5.7%	6.0%	6.2%	4.4%	3.7%	5.2%	6.0%	6.7%	6.8%	6.4%

Trend of Performances (MEITEC Next)

(Millions of Yen)	2015-2Q	2016-2Q	2017-2Q	2018-2Q	2019-2Q	2020-2Q	2021-2Q	2022-2Q	2023-2Q	2024-2Q	2025-2Q	2026-2Q
Net sales	639	758	818	894	867	665	732	912	728	681	664	489
Cost of sales												
Cost of sales to Net sales												
Gross profit	639	758	818	894	867	665	732	912	728	681	664	489
Selling, general and administrative expenses	435	475	539	602	629	490	518	585	493	440	432	372
SG&A expenses to Net sales	68.0%	62.6%	65.9%	67.4%	72.6%	73.7%	70.8%	64.1%	67.7%	64.6%	65.0%	76.0%
Operating profit	204	283	279	291	237	174	214	327	235	241	232	117
Operating profit margins	32.0%	37.4%	34.1%	32.6%	27.4%	26.3%	29.2%	35.9%	32.3%	35.4%	35.0%	24.0%
Non-operating profit	—	—	—	—	—	—	0	0	0	0	0	0
Non-operating expenses	—	—	—	—	1	—	0	—	—	—	—	0
Ordinary profit	204	283	279	291	235	174	214	327	235	241	233	118
Ordinary profit margins	32.0%	37.4%	34.1%	32.6%	27.2%	26.3%	29.2%	35.9%	32.3%	35.4%	35.1%	24.1%
Extraordinary income	—	—	—	—	—	—	—	—	—	—	—	—
Extraordinary loss	—	—	—	—	—	—	—	—	0	—	—	—
Profit before income taxes	204	283	278	291	235	174	214	327	235	241	233	118
Total income taxes	67	90	87	89	72	54	67	100	72	75	72	38
Profit	136	193	191	202	163	119	146	226	162	165	160	79
Profit margins	21.4%	25.5%	23.4%	22.6%	18.8%	18.0%	20.1%	24.8%	22.3%	24.3%	24.1%	16.3%

Trend of Balance Sheets (Group Consolidated)

(Millions of Yen)	2015/9/30	2016/9/30	2017/9/30	2018/9/30	2019/9/30	2020/9/30	2021/9/30	2022/9/30	2023/9/30	2024/9/30	2025/9/30	2026/9/30
Cash and deposits	35,716	34,954	38,425	40,838	42,131	44,838	46,250	49,128	50,572	50,561	49,156	49,796
Notes and accounts receivable - trade	12,048	12,695	13,354	13,100	13,709	13,043	14,518	16,425	17,872	18,100	18,953	17,758
Total current assets	52,071	52,568	55,645	55,348	57,148	59,437	62,260	67,233	70,247	72,128	70,212	69,570
Property, plant and equipment	5,980	5,632	5,498	5,296	5,364	5,199	5,046	4,895	4,757	4,183	4,176	824
Total non-current assets	12,271	11,183	11,743	14,168	14,408	14,525	13,897	14,513	15,417	15,835	16,799	13,936
Total assets	64,343	63,752	67,389	69,516	71,556	73,962	76,158	81,747	85,665	87,964	87,012	83,506
Total current liabilities	12,850	12,923	14,119	14,929	14,468	13,533	14,702	18,090	20,844	22,681	22,820	22,782
Total non-current liabilities	12,046	13,555	14,133	14,826	15,540	16,021	16,447	16,895	17,231	17,445	17,021	16,559
Total liabilities	24,897	26,478	28,252	29,755	30,009	29,555	31,150	34,986	38,075	40,126	39,842	39,341
Total shareholders' equity	41,387	39,570	41,118	41,575	43,219	45,900	46,303	47,850	48,480	48,101	46,948	43,077
Other net assets	-1,941	-2,296	-1,981	-1,813	-1,672	-1,492	-1,295	-1,089	-891	-263	221	1,087
Total net assets	39,445	37,273	39,136	39,761	41,547	44,407	45,008	46,761	47,589	47,838	47,170	44,164

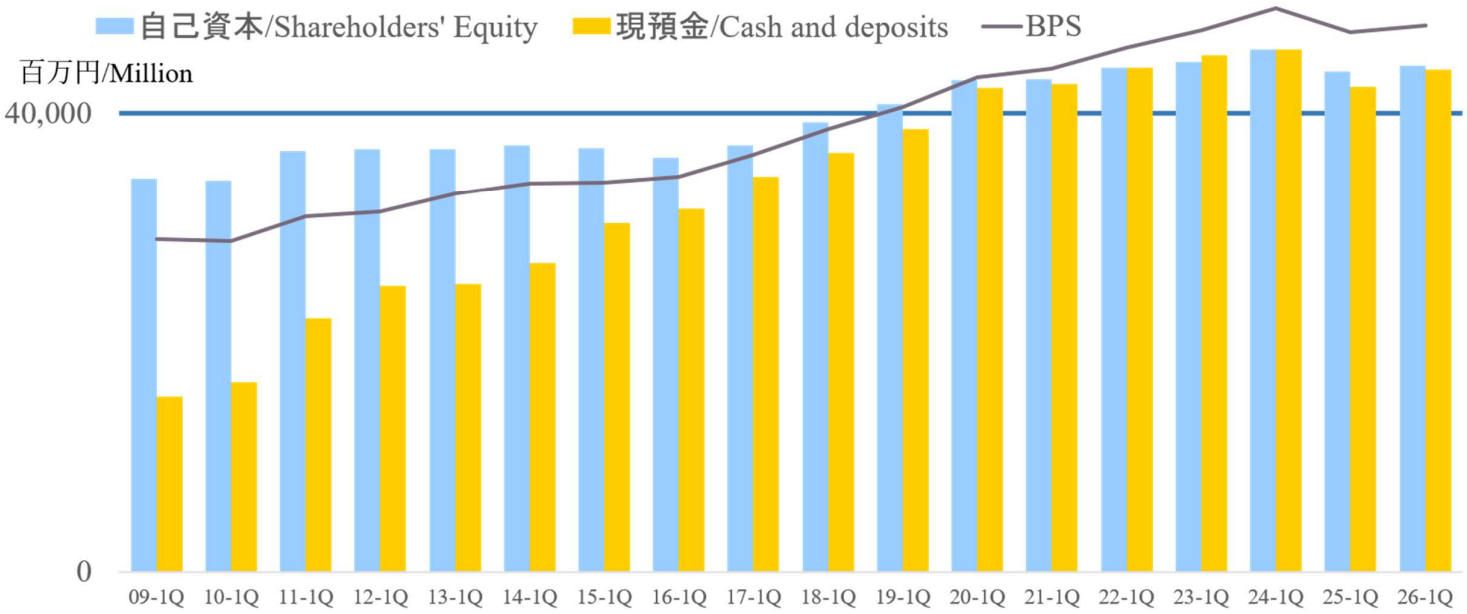
Trend of Profit Distributions and Forecast

(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%	127.0%
*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%	127.0%
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 shares	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	11,000
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	@¥142.47
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

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.

Shareholders by Business Segments

構成比 Proportion	2023年9月30日現在 As of Sep. 30, 2023		2024年9月30日現在 As of Sep. 30, 2024		2025年9月30日現在 As of Sep. 30, 2025		2026年9月30日現在 As of Sep. 30, 2026	
	株主人数 Shareholders	株式の数 Shares Held	株主人数 Shareholders	株式の数 Shares Held	株主人数 Shareholders	株式の数 Shares Held	株主人数 Shareholders	株式の数 Shares Held
銀行 Banks	0.1%	0.7%	0.0%	0.6%	0.0%	0.7%	0.0%	0.8%
信託銀行 Trust Banks	0.2%	25.0%	0.1%	27.4%	0.0%	27.2%	0.0%	28.8%
生保・損保会社 Life and nonlife insurance companies	0.4%	11.4%	0.2%	11.6%	0.1%	10.9%	0.0%	10.5%
証券金融・その他金融会社 Securities financing and other financial companies	0.1%	0.1%	0.0%	0.1%	0.0%	0.2%	0.0%	0.2%
証券会社 Securities companies	0.6%	1.3%	0.3%	3.5%	0.1%	6.2%	0.1%	7.2%
事業会社・その他法人 Business concerns and other companies	1.2%	0.5%	1.0%	0.7%	0.7%	0.8%	0.7%	1.1%
外国法人・外国人 Overseas companies and investors	4.6%	46.8%	2.1%	42.9%	1.3%	37.0%	1.0%	31.1%
個人その他 Individuals and others	92.8%	9.2%	96.3%	12.1%	97.7%	16.0%	98.0%	19.3%
自己株式 Treasury stock	0.0%	4.9%	0.0%	1.0%	0.0%	1.0%	0.0%	1.0%

“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.

〔Management Concept〕
Mutual Growth & Prosperity

〔Corporate Slogan〕
Develop a new era by People and Technology

Value to the Society
We will continue to be a pioneer in creating a “Professional Labor Market” in Japan, through establishing a career style of “lifetime professional engineers”.

Value to Clients
We continue to provide optimal services of “People and Technology”, aiming to becoming a “reliable Best-Partner” for all clients.

Value to Engineers
We continue to provide optimum “opportunities and placement” for all engineers who aim for affluent “Career Style of Engineer”.

Value to Employees
We continue to provide optimum “opportunities and placement” for employees who sympathize with the intension of “independence and mutual supports” and continue to grow as professional.

Value to Shareholders
We maximize mid and long-term shareholders returns by creating “sound profits” based on continuous improvement of the Values.

売上高・原価の概要 / Sales and Cost Overview

企業努力でコントロール可能
Controllable by Company Effort

コントロール不可
Un-controllable

お客さまの指示
Client Instructions

受注営業
Order Sales
Up
稼働率
Utilization Ratio
(%)
Up
マッチング
Matching

採用
Recruitment
Up
エンジニア社員数
Number of Engineers
(名/person)
Down
退職
Turnover

パフォーマンス
Performance by our engineers
Up
対価・単価
市場価値
Hourly Rate
Market Value
(yen/hr.)
Up
キャリア支援
Career Support

×

稼働時間
Working Hours
(hr./day)
8 to 9 hours

×

稼働日数
Working Days
(day/year)
240

売上高　Net Sales

売上原価　Cost of Sales

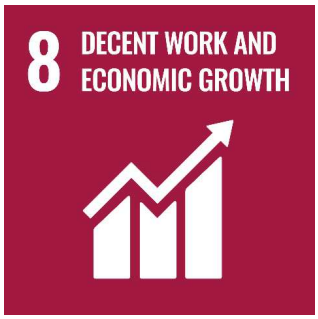
Commitment for solving social issues (SDGs) 1/2



人と技術で次代を拓く

MEITEC

Engineering Firm at The Core



〔Management Concept〕

Mutual Growth & Prosperity

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

Materiality common to many clients

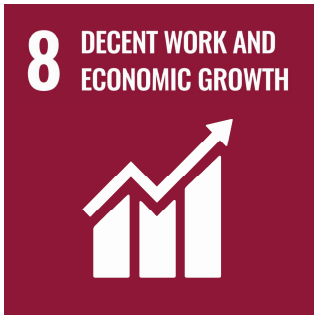


Commitment for solving social issues (SDGs) 2/2

Environment	Social	Governance



- Contribute to solving environmental, energy, etc. issues by promoting technological innovation
- Contribute to the industry and economic growth by promoting technological innovation and innovation



Contribute to sustainable economic growth through creating a Professional Labor Market



Promote higher technical education and lifelong learning



Provide fair “opportunities and placement” regardless of nationality, gender or age



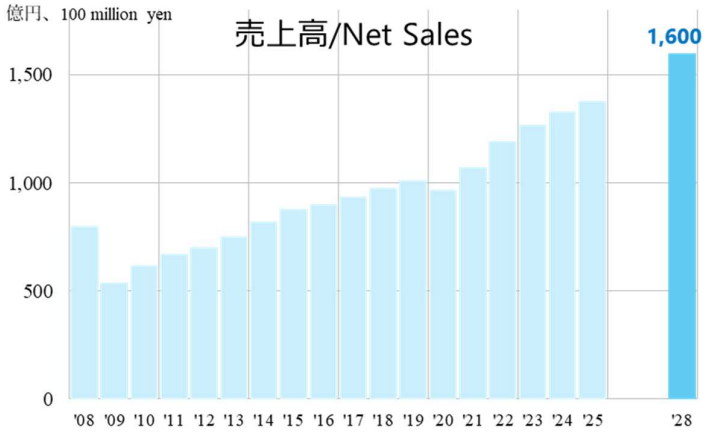
Ensure full compliance with the Employee Code of Conduct in the Group’s Basic Policy Regarding Corporate Governance

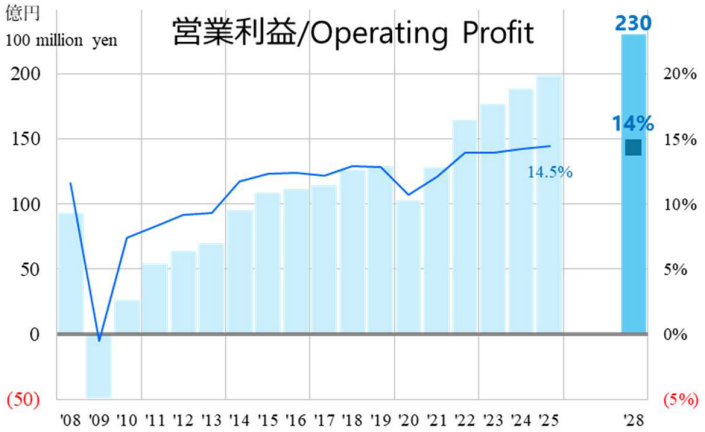
Progress on Mid-term Management Plan[2026-2028]

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%										

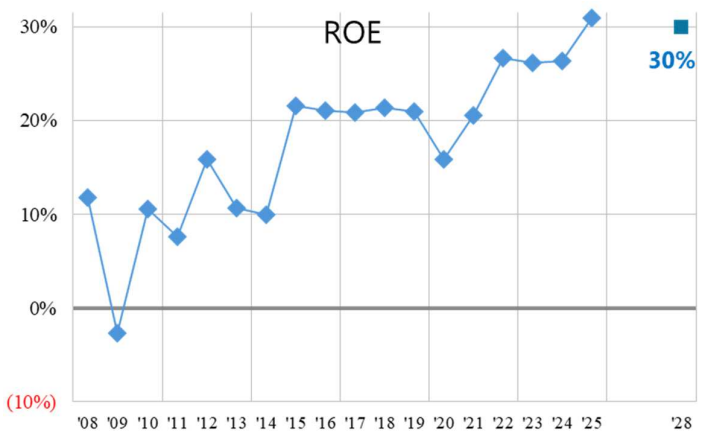
Based on the current performance, the growth rate forecast is weaker compared to the past.
However, we plan to strive for improved productivity and maintain a high profit margin.

Progress on Mid-term Management Plan[2026-2028]

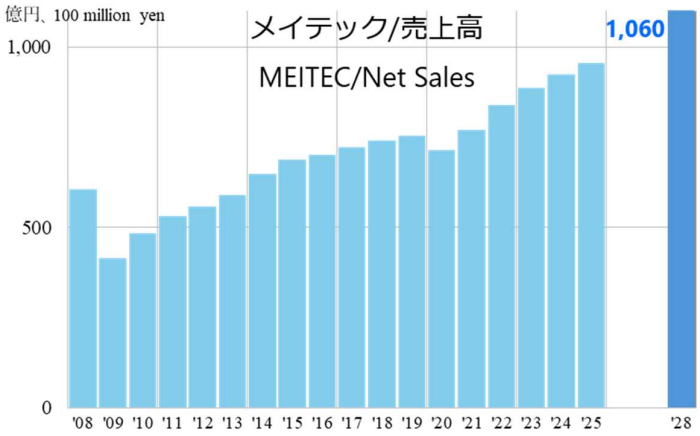


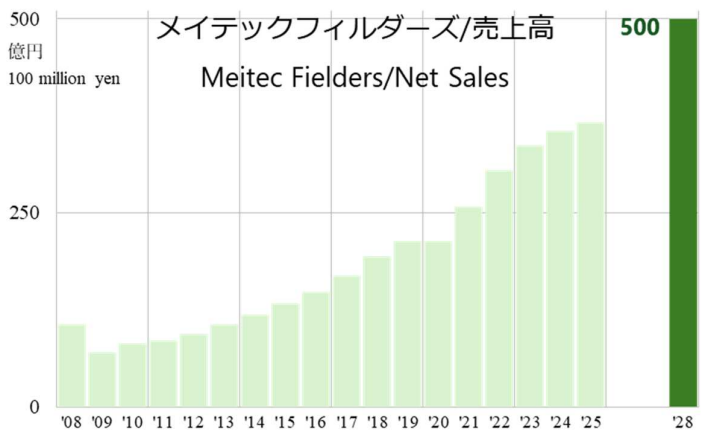


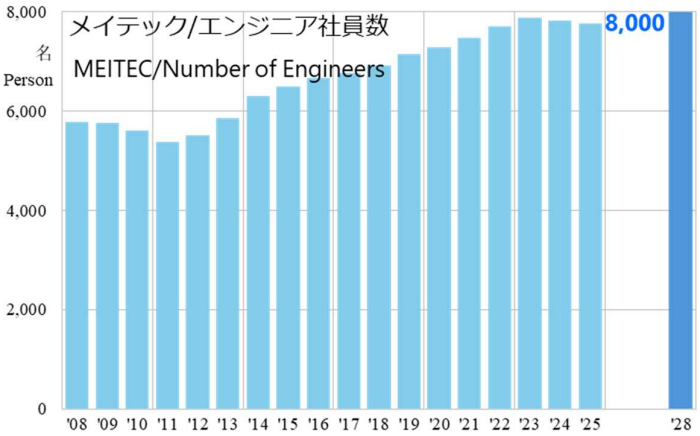


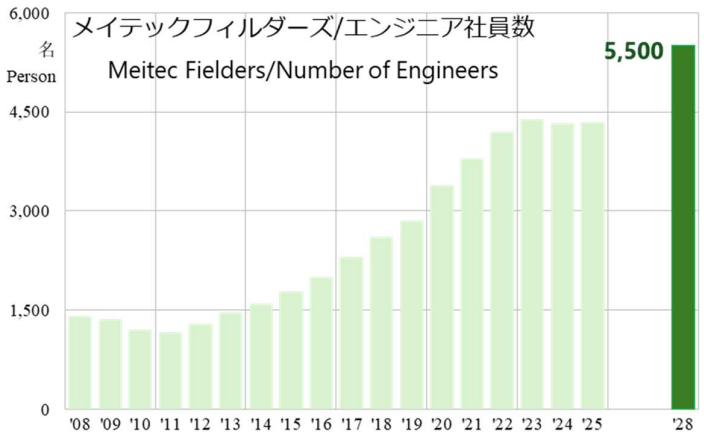


Progress on Mid-term Management Plan[2026-2028]









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
≧ 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.

Develop a new era by People and Technology

MEITEC

Engineering Firm at The Core

MEITEC GROUP HOLDINGS