

Annual Financial Summary

for the Fiscal Year Ended March 31, 2026



MS-Japan

TSE-Prime Market

Ticker Symbol:6539

Announcement Date: 12th May 2026

(IR website: <https://ir.jmsc.co.jp/en/index.html>)

DISCLAIMER : This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

① Information & Inquiries

For further information or to arrange an interview, please contact us via the application form below.

English interviews are available without an interpreter.

<https://cloud.swcms.net/ms-japanPublic/en/Inquiry.html>

Additionally, please refer to the following for more details about our business.

<https://ir.jmsc.co.jp/en/outline.html>

② Financial Result Highlights

-Record-High Revenue and EBITDA.

Consolidated revenue reached ¥7.64 billion (+2.3% YoY) , and EBITDA rose to ¥2.13 billion (+3.1% YoY) , both marking new record highs. Recruitment service revenue also set a new record at ¥4.29 billion (+1.3% YoY).

-FY2027 Forecast Aims for Record Revenue, EBITDA, and Operating Profit.

Targets record-high consolidated revenue of ¥8.17 billion (+6.9% YoY) , EBITDA of ¥2.32 billion (+8.7% YoY) , and operating profit of ¥1.79 billion (+7.4% YoY).

-Dividends and Shareholder Returns.

The company has established a minimum dividend of ¥56 per share. This level is maintained for FY2026, ensuring stable and sustainable returns to shareholders.

③ FY2026 Financial Performance Overview (Unit: million Yen)

	FY25	FY26	Growth %
Total Revenue	7,474	7,647	2.3%
MS Agent revenue	4,240	4,294	1.3%
Manegy revenue	246	248	0.7%
MS Jobs revenue	105	101	(3.7%)
Overseas revenue	2,881	3,002	4.2%
Cost of sales	1,551	1,721	11.9%
EBITDA	2,075	2,139	3.1%
Operating profit	1,604	1,673	4.3%
Ordinary profit	1,681	1,684	0.2%
Net income	1,069	1,079	0.9%
Net income attributable to the parent	1,032	1,034	0.2%

-Recruitment Agency Service “MS Agent” overview

In this economic environment, our Recruitment Agency Service MS Agent achieved record-high revenue, reaching 4,294 million yen, representing a 1.3% year-on-year increase. However, the number of new registrants (excluding reactivations), a leading indicator for the Recruitment Agency Service, was 18,128 (up 4.9% year-on-year), and the number of new job openings was 16,270 (down 10.6% year-on-year).

While the total number of job openings showed a decrease, we saw significant growth in our strategic focus areas: new registrants in high-demand job categories reached 6,558 (up 15.0% year-on-year), and new job openings in segments with high placement rates rose to 3,846 (up 0.1% year-on-year). This reflects a steady expansion in the key segments that drive our profitability.

-Business Media Service “Manegy” overview

Regarding the Media Service, despite facing headwinds such as a decline in the efficiency of the traditional lead-generation advertising model due to post-pandemic environmental changes, revenue remained steady at ¥248 million (+0.7% YoY) as a result of our focus on operational improvements and optimization of measures.

Furthermore, to increase the active user rate of "Manegy," we launched the new "Manegy Clip" app in March 2026. The app has had a strong start, surpassing 10,000 downloads within approximately one month of its launch. We are also seeing progress in expanding our sponsor base to include non-tech companies; the number of companies utilizing our feed ads, which can be distributed to both "Manegy" and "Manegy Clip" timelines, has exceeded 20 as of April 2026.

-Direct Recruitment Service “MS Jobs” overview

Revenue in the DRM Service was ¥101 million (-3.7% YoY). In December 2025, we introduced "AI Scoring Search"—a proprietary AI model—as part of our initiative to improve the quality of placements. This feature leverages our extensive career transition data specialized in administrative and professional fields to visualize the compatibility between candidates and job openings. We will continue to expand functions using data and technology to further improve the conversion rate.

-Overseas Recruitment Service overview

Regarding Overseas Recruitment Service revenue, the Australian economy shifted toward a recovery trend against the backdrop of interest rate cuts by the Reserve Bank of Australia (RBA). As corporate demand for talent rebounded, the number of temporary staff in our recruitment business increased, resulting in revenue of AUD 31.1 million (+8.0% YoY in local currency terms).

In terms of Japanese yen, overseas revenue was ¥3,002 million (+4.2% YoY). While the business showed strong growth in Australia, the conversion to JPY was affected by the appreciation of the yen, with the average exchange rate shifting from 1 AUD = ¥100.05 in the previous fiscal year to 1 AUD = ¥96.50 in the current fiscal year.

-Cost of Sales and SG&A expenses overview

The cost of sales, primarily associated with temporary staffing services at FourQuarters Recruitment Pty. Ltd., was ¥1,721 million (+10.9% YoY). This increase was driven by the higher number of temporary staff compared to the previous fiscal year.

SG&A expenses were ¥4,252 million (-1.5% YoY). Although personnel expenses increased due to strategic investments in recruitment to drive business expansion, this was offset by a decrease in rent expenses following the consolidation of regional offices.

As a result, consolidated total revenue for the fiscal year amounted to 7,647 million yen (2.3% increase year-on-year), EBITDA (operating profit + depreciation and amortization + goodwill amortization) reached 2,139 million yen (3.1% increase year-on-year), operating profit was 1,673 million yen (4.3% increase year-on-year), ordinary profit was 1,684 million yen (0.2% increase year-on-year), and net income attributable to the parent was 1,034 million yen (0.2% increase year-on-year).

(Unit: million Yen)

	FY25	FY26	Growth %
SG&A Total	4,317	4,252	(1.5%)
Marketing related expenses	669	674	0.8%
Personnel expenses	1,185	1,231	3.9%
Depreciation	102	106	3.9%
Office Rent	199	181	(9.2%)
Other expenses	740	733	(0.8%)
Expenses overseas	1,104	1,018	(7.8%)
Goodwill amortization	316	305	(3.5%)

-Balance Sheet overview

The equity ratio continues to be maintained at a high level.

	FY 25 (31 Mar 2025)	FY 26 (31 Mar 2026)
Current assets	5,778	5,375
Non-currents assets	5,063	5,433
Total assets	10,841	10,809
Liabilities	1,067	1,182
Net assets	9,773	9,626
Equity ratio	89.2%	88.1%

④ FY2027 Financial Outlook (Unit: million Yen)

Our consolidated earnings forecast for the next fiscal year ending March 2027 is as follows:

	FY26	FY27	Growth %
Total revenue	7,647	8,174	6.9%
MS Agent revenue	4,294	4,515	5.2%
Manegy revenue	248	253	2.0%
MS Jobs revenue	101	105	3.4%
Overseas revenue	3,002	3,300	9.9%
Cost of sales	1,721	1,832	6.5%
EBITDA	2,139	2,324	8.7%
Operating profit	1,673	1,796	7.4%
Ordinary profit	1,684	1,834	8.9%
Net income	1,079	1,145	6.2%
Net income attributable to the parent	1,034	1,082	4.6%

This forecast assumes an exchange rate of 104.00 yen per Australian dollar.

-Recruitment Agency Service “MS Agent” outlook

We have completed the pilot phase of AI module, trained on over 30 years of extensive and deep matching data. Starting from the fiscal year ending March 2027, we will implement this as a "Copilot" function to support consultants' search and screening processes, rather than a fully automated "Autopilot" model. This initiative aims to increase placements by preventing missed opportunities with high-precision matching. Furthermore, we will strengthen high-efficiency outbound acquisition through inside sales and AI agents in areas where job openings are scarce relative to the number of candidates.

-Business Media Service “Manegy” outlook

To further increase active user rates, we launched the "Manegy Clip" app in March 2026, which surpassed 10,000 downloads within its first month—a very strong start. Our feed advertisement service, accessible via both "Manegy" and "Manegy Clip" timelines, has already secured over 20 clients as of April 2026, including industry leaders. By expanding our sponsor base to include non-tech companies, we aim to establish this as a new advertising model for brand awareness and communication, replacing the traditional lead-generation model to drive further business growth.

-Direct Recruitment Service “MS Jobs” outlook

In December 2025, we introduced "AI Scoring Search"—a proprietary AI model—to enhance the quality of placements. This feature leverages our extensive career transition data specialized in administrative and professional fields to visualize the compatibility between candidates and job openings. We will continue to expand functions using data and technology to further improve the placement rate.

- Overseas Recruitment Service outlook

Despite uncertainty in the Australian economy due to rising interest rates, demand for specialized talent remains strong, supporting solid performance in both temporary staffing and permanent recruitment. We aim to maintain a stable growth trend independent of the external environment. By increasing the number of permanent placements,

we expect to further improve profitability. Furthermore, we will leverage our Japanese data expertise and professional databases as a foothold for global business expansion. For the fiscal year ending March 2027, we assume an exchange rate of 1 AUD = 104.00 JPY.

-COGS and SG&A outlook

Amid rising candidate acquisition costs and signs of overheating in the recruitment market, we will prioritize investment efficiency and placement rates rather than aggressive spending that pressures profits. The capital saved through this disciplined approach will be reallocated to strategic investments for future competitiveness, such as AI implementation and development. For the Media Service (Manegy), we will maintain our focus on cost-effectiveness. By actively utilizing the "Manegy Clip" app, we aim to achieve efficient user acquisition and retention without over-reliance on external media, thereby optimizing our cost structure.

⑤ Capital Policy and Shareholder Returns

-Dividend Policy

Unless there are significant changes in our business environment or strategy, we will maintain our policy of a minimum annual dividend of 56 yen per share, ensuring stable and sustainable returns to our shareholders.

Our business model is asset-light, requiring no large-scale capital expenditures, which allows us to maintain a strong cash-generating capability and a solid financial foundation. While the accounting-based dividend payout ratio exceeds 100%, our Adjusted EPS (calculated by adding back non-cash goodwill amortization) is showing steady growth. Accordingly, we have determined that we have ample capacity for shareholder returns on a cash-flow basis.

Dividend per share trend (Unit: Yen)

	FY23	FY24	FY25	FY26	FY27
Dividend per share	49	56	56	56	56

EPS trend (Unit: Yen)

	FY22	FY23	FY24	FY25	FY26	FY27
EPS	41.34	48.95	45.4	41.53	41.64	43.55
Adjusted EPS	—	—	—	54.24	53.91	56.78

Adjusted EPS is calculated by adding goodwill amortization expenses to EPS (Earnings Per Share).

-Capital Allocation Policy

The company aims to maintain a stable dividend supported by robust operating cash flow (approximately ¥1.6 billion in FY2026), while actively reinvesting for future growth. This includes utilizing cash generated from profit growth and existing cash reserves (approximately ¥7 billion as of the end of FY2026) for strategic growth investments.

These investments will target existing businesses (¥100 million to ¥300 million), as well as M&A and new business opportunities to further enhance long-term corporate value. Given the company's high equity ratio of 88.1%, the current level of retained earnings on the balance sheet is considered sufficient, providing a strong financial foundation. Moving forward, we remain committed to balancing shareholder returns and growth investments, efficiently deploying excess cash to drive sustainable growth while maintaining financial flexibility.

-Cost of Capital and ROE

We estimate our cost of capital to be in the range of 8% to 10% and will continue to focus on efficient growth in existing businesses while pursuing new growth investments to consistently achieve returns above.

ROE trend

	FY22	FY23	FY24	FY25	FY26
ROE	10.9%	12.2%	10.9%	10.4%	10.8%
Adjusted ROE	—	—	—	13.6%	14.0%

Adjusted ROE is calculated by adding goodwill amortization expenses to ROE.

⑥ Forward-Looking Statements

This document includes statements regarding industry trends and the business activities of our company, as well as forward-looking statements based on our current plans, estimates, projections, or forecasts. These forward-looking statements inherently involve various risks and uncertainties. Known and unknown risks, uncertainties, and other factors could cause actual results to differ materially from those expressed or implied in these forward-looking statements.

Actual business activities and financial performance in the future may differ from those described in this document. The forward-looking statements contained herein are based on information available to the company as of the date of this document and do not constitute a commitment to update or revise these statements to reflect future events or circumstances.