

(Note) This English translation of the summary of the financial statement was prepared for reference only.
In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.



Consolidated Financial Statements

For the First Quarter of Fiscal Year Ending March 31, 2026 (Japanese GAAP)

August 8, 2025

Listed company name: UT Group Co., Ltd. Stock exchange listing: Tokyo
Code number: 2146 URL: <http://www.ut-g.co.jp>
Representative: Manabu Sotomura, President and Representative Director
For inquiries: Takahito Yamada, Executive Officer and Division Manager, Service Infrastructure Division
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Scheduled date of cash dividend payment: September 22, 2025
Supplemental material for the financial results provided: Yes (to be uploaded on the Company's website on August 8, 2025)
Results briefing for the period under review provided: No (The briefing video will be uploaded on the Company's website on August 8, 2025)

(All amounts are rounded down to the nearest million yen.)

1. Consolidated Results for the First Quarter of FY3/2026 (April 1, 2025 – June 30, 2025)

(1) Consolidated Earnings Results

(Percentages indicate year-on-year changes.)

	Net Sales		Operating income		Ordinary income		Net Income attributable to owners of the parent	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%
1Q of FY3/2026	41,756	(5.5)	2,462	28.1	2,458	31.5	1,544	(68.7)
1Q of FY3/2025	44,164	7.1	1,922	(31.1)	1,868	(32.1)	4,930	152.1

(Note) Comprehensive income (million yen) 1Q of FY3/2026: 1,623 [-68.5%] 1Q of FY3/2025: 5,162 [156.6%]

	Net income per share	Net income per share, diluted
	Yen	Yen
1Q of FY3/2026	39.67	38.21
1Q of FY3/2025	124.12	114.90

* EBITDA, which was previously disclosed, has been omitted from FY3/2026 due to the revision of voluntary disclosure indicators.

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Million yen	Million yen	%
1Q of FY3/2026	65,277	32,692	39.3
FY3/2025	66,346	36,323	44.1

(Reference) Equity capital (million yen) 1Q of FY3/2026: 25,629 FY3/2025: 29,256

2. Cash Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	FY-end	Total
	Yen	Yen	Yen	Yen	Yen
FY3/2025	0.00	0.00	60.98	74.00	134.98
FY3/2026	40.19				
FY3/2025 (Plan)		—	—	—	162.72

(Notes) (1) Revision of the dividend forecast disclosed recently: None

(2) Breakdown of dividend for 1Q of FY3/2026: common dividend 40.19 yen

- (3) The dividend forecast for FY3/2026 is calculated based on a payout ratio of 100% for a dividend of ¥162.72 per share, which is the income forecast divided by the number of shares assuming all stock acquisition rights are exercised. Dividends for the end of the second quarter, end of the third quarter, and end of the fiscal year are undecided.

3. Consolidated Forecasts for FY3/2026 (April 1, 2025 – March 31, 2026)

(Percentages indicate year-over-year changes.)

	Net Sales		Operating income		Ordinary income		Net Income attributable to owners of the parent		Income per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Full year	196,200	0.7	11,700	44.9	11,800	42.7	7,700	-14.1	199.68

(Notes) (1) Revision of the earnings forecasts disclosed recently: None

- (2) The EPS estimate for FY3/2026 is calculated from the average number of shares of the term based on the number of shares outstanding at the end of the first quarter of FY3/2026.

* Notes

- (1) Significant changes in the scope of consolidation during the period : No
- (2) Use of particular accounting procedures in preparation of quarterly consolidated financial statements: Yes
- (3) Changes in accounting policies and accounting-based estimates, and restatements
- (a) Changes in accounting policies due to revisions in accounting standards and others: No
- (b) Changes in accounting policies other than (a) above: No
- (c) Changes in accounting-based estimates: No
- (d) Restatements: No

(4) Number of outstanding shares (common stock)

- (a) Number of shares outstanding at the end of the period (including treasury shares):

1Q of FY3/2026	39,881,683	FY3/2025	39,860,383
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- (b) Number of treasury shares at the end of the period:

1Q of FY3/2026	1,444,451	FY3/2025	397,451
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- (c) Average number of shares outstanding during the period (cumulative for quarter)

1Q of FY3/2026	38,936,708	1Q of FY3/2025	39,727,951
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- * Review of the attached quarterly consolidated financial statements by the certified public accountant or then auditing firm : Yes (optional)

- * Explanation concerning appropriate use of earnings forecasts and other notes

(Cautionary statement with respect to forecasts of future performance and other items)

Forecasts regarding future performance and other forward-looking statements in these materials are based on certain assumptions judged to be valid and information currently available to the Company. These statements are not promises by the Company regarding future performance. Actual performance may differ significantly from these forecasts for a number of reasons. For precautions on usage of forecasts of future performance, please refer to the section “1. Overview of Business Results, (3) Description of Consolidated Earnings Forecast and Other Forward-looking Information” on page 4 of the attachments

(How to receive the supplemental materials for the financial results and the results briefing video of 1Q of FY 3/2026)

The supplemental material for the financial results provided and the results briefing video are scheduled to be uploaded on the Company's website on August 8, 2025.

1. Overview of Business Results

(1) Overview of Business Results for the Three Months Ended June 30, 2025

In the first quarter of FY3/2026 (April 1, 2025 – June 30, 2025), Japan's economy continued its trend of gradual recovery, driven by improvements in corporate earnings and the employment environment. Industrial production in the transportation equipment sector gradually recovered from the decline in the previous fiscal year, and production in the electronic parts and device industries, etc., remained firm. Meanwhile, uncertainty about the future is increasing due to factors such as U.S. tariff policies and the increasing geopolitical risks in the Middle East and other regions.

Under these circumstances, UT Group has formulated its Fifth Medium-term Business Plan with FY3/2026 as the first year, and FY3/2028 as the final year. With the increase in the number of people who choose workstyles that align with their lifestyles, the labor market of non-regular employees with high employment mobility has been expanding, while the labor shortage has become noticeable, making it even more difficult to hire workers year by year. Given such changes in the business environment, UT Group is fundamentally reviewing our conventional relationship with employees—from them joining UT Group through to their retirement. We will recognize workers as valuable customers from the application stage and build long-term, life-time partnerships with them by enabling workers to freely enter and leave the company and by enhancing our service, thereby strengthening our relationship with these workers. We desire to thereby achieve improvement in “work-time value*” and sustainable business growth. With the Medium-term Business Target of “building a foundation for sustainable business growth through human capital investment,” we have categorized the needs of workers and companies into four types and have reorganized them into business organizations suitable for each type. At the same time, by granting shares to workers as a part of making investments in human capital, we will establish a continuous relationship with workers, and enhance their sense of belonging and motivation with the aim of positioning them as drivers of corporate growth.

In the domestic business overall, the turnover rate was on an improving trend and the number of hires remained at the same level during the first quarter of FY3/2026. However, the turnover rate in the Agent Business worsened and the number of technical employees decreased. Meanwhile, the domestic business increased both sales and profit y-o-y due to improved operating rates and higher sales per person. In addition, to continuously improve the application matching rate, we have promoted the membership of job seekers and have been building long-term relationships with them. Through aggressive sales activities, we captured a wide range of client demand for workers and expanded the number of job opportunities we can introduce to them. Quarterly net income attributable to owners of parent decreased compared to FY3/2025 when 5.9 billion yen was recorded as gain on sale of shares of subsidiaries and affiliates, namely the sale of UT Technology Co., Ltd. and UT Construction Co., Ltd.

As a result, in the first quarter of FY3/2026, UT Group recorded net sales of 41,756 million yen (down 5.5% from 44,164 million yen in the first quarter of FY3/2025), operating income of 2,462 million yen (up 28.1% from 1,922 million yen), ordinary income of 2,458 million yen (up 31.5% from 1,868 million yen), and net income attributable to owners of the parent of 1,544 million yen (down 68.7% from 4,930 million yen). The number of technical employees was 33,740 (down 18,395 from 52,135 a year ago).

*1. Lifetime sales generated per job seeker who works intermittently at UT Group.

*2. EBITDA, which was previously disclosed, has been omitted from FY3/2026 due to the revision of voluntary disclosure indicators.

The operating results of each business segment are summarized as follows. From the first quarter of FY3/2026, UT Group changed its reportable segments from the previous five segments (Manufacturing Business, Area Business, Solutions Business, Nikkei Worker Business, and Vietnam Business) to the new four segments (Motor & Energy Business, Semiconductor Business, Agent Business, and Next Career Business). For details of each of the four segments, please refer to “2. Quarterly Financial Statements and Significant Notes (3) Notes to Quarterly Consolidated Financial Statements (Notes to Segment Information, etc.)”

(Motor & Energy Business)

During the first quarter of FY3/2026, some automobile-related manufacturers resumed production for certain models, and the demand for workers is currently recovering gradually. However, the outlook remains uncertain due to the impact of U.S. tariff policies and other factors. Under these circumstances, there is a need to flexibly and rapidly secure and retain workers

in line with production plans, and so we have focused on building services that respond to diverse employment types and employment needs. Meanwhile, a decrease in the efficiency of recruitment services led to an increase in per-person hiring costs, with a corresponding decrease in recruitment cost efficiency. We will work to reduce per-person hiring costs by encouraging applicants to become members of our owned media platform. In addition, we are continuing to strengthen our sales activities to provide client companies with a better understanding of our dispatch of Japanese-Brazilian workers.

As a result, in the first quarter of FY3/2026, the segment recorded net sales of 13,099 million yen (up 15.0% from 11,391 million yen in the first quarter of FY3/2025) and segment income of 893 million yen (up 6.1% from 842 million yen), while the number of technical employees was 9,095 (an increase of 973 from 8,122 a year ago). With the aim of providing optimal services for each client company, some of the client companies have been transferred from the Agent Business to the Motor & Energy Business, which received approximately 1,000 technical engineers accordingly.

(Semiconductor Business)

During the first quarter of FY3/2026, segment income improved year-on-year as a result of efforts to negotiate per-person billing rates in the dispatch business and to optimize the allocation of workers in their dispatched workplaces. In addition, to meet the strong demand for engineers, we worked to improve the efficiency of the recruitment process, such as reviewing the recruitment population, to build a foundation for engineer training and to strengthen sales activities.

As a result, in the first quarter of FY3/2026, the segment recorded net sales of 9,384 million yen (up 5.2% from 8,919 million yen in the first quarter of FY3/2025) and segment income of 946 million yen (up 67.1% from 566 million yen), while the number of technical employees was 6,711 (a decrease of 96 from 6,807 a year ago). With the aim of providing optimal services for each client company, some of the client companies have been transferred from the Agent Business to the Semiconductor Business, which received approximately 100 technical engineers accordingly.

(Agent Business)

During the first quarter of FY3/2026, the segment made steady progress in the organizational integration implemented in the previous fiscal year, and worked on better management of standby workers and vacant company housing, and on reviewing inefficient hiring. We have also focused on starting a newly-launched job placement service, and have introduced to applicants not only job openings for our own employees, but also direct employment opportunities at client companies and job openings by our peers, with the aim of expanding the number of job openings. In line with this, we have categorized areas according to the size of the manufacturing dispatch market and our current market share to strengthen sales activities and improve efficiency.

As a result, in the first quarter of FY3/2026, the segment recorded net sales of 15,756 million yen (down 6.6% from 16,876 million yen in the first quarter of FY3/2025) and segment income of 490 million yen (up 36.6% from 358 million yen), while the number of technical employees was 15,429 (a decrease of 1,267 from 16,696 a year ago). With the aim of providing more optimal services to client companies, some of the client companies have been transferred from the operating companies in the Agent Business to the operating companies in the Motor & Energy Business and the Semiconductor Business. Accordingly, approximately 1,100 technical employees have been transferred from the Agent Business.

(Next Career Business)

During the first quarter of FY3/2026, UT HITES Co., Ltd. won a project to dispatch a substantial number of workers in response to an expected increase in demand for workers in the power equipment-related field from the second half of FY3/2026 through to 2028. In order to respond to this increase in demand, we are currently focusing on strengthening recruitment. Organizational restructuring to improve profitability is also progressing, and preparations are underway for a merger of Fujitsu UT Co., Ltd. and UT FSAS Crea Co., Ltd. on October 1, 2025. In the similar way, UT MESC Co., Ltd. and UT HITES Co., Ltd. are also scheduled to merge on April 1, 2026.

Moreover, Fujitsu UT Co., Ltd. and UT FSAS Crea Co., Ltd. have also secured a new project and are currently strengthening their hiring activities to secure workers for these new projects.

As a result, in the first quarter of FY3/2026, the segment recorded net sales of 3,692 million yen (down 3.5% from 3,827 million yen in the first quarter of FY3/2025) and segment income of 143 million yen (up 100.7% from 71 million yen), while the number of technical employees was 2,505 (a decrease of 200 from 2,705 a year ago).

(2) Summary of Financial Condition for the Three Months Ended June 30, 2025

(Assets)

Current assets as of the end of the first quarter decreased by 631 million yen from the end of FY3/2025 to 53,638,639 million yen. This was mainly due to a decrease of 713 million yen in Cash and deposits. Non-current assets amounted to 11,639 million yen, a decrease of 437 million yen from the end of FY3/2025. The main reason was a decrease of 210 million yen in Software due to amortization. As a result, total assets amounted to 65,277 million yen, a decrease of 1,069 million yen from the end of FY3/2025.

(Liabilities)

Current liabilities at the end of the first quarter decreased by 859 million yen from the end of FY3/2025 to 22,067 million yen. This was mainly due to an decrease of 2,257 million yen in Income taxes payable despite an increase of 980 million yen in Accrued consumption taxes and an increase of 750 million yen in Current portion of long-term borrowings. Non-current liabilities totaled 10,518 million yen, an increase of 3,422 million yen from the end of FY3/2025. This was mainly due to an increase of 3,437 million yen in Long-term borrowings. In sum, total liabilities amounted to 32,585 million yen, an increase of 2,562 million yen from the end of FY3/2025.

(Net assets)

Net assets at the end of the first quarter amounted to 32,692 million yen, down 3,631 million yen from the end of FY3/2025. This was mainly attributable to the payment of 2,920 million yen in dividends from retained earnings and the purchase of own shares of 2,308 million yen, despite the recording of 1,544 million yen as Profit attributable to owners of the parent. As a result, the equity ratio was 39.3%, compared to 44.1% at the end of FY3/2025.

(3) Description of Consolidated Earnings Forecast and Other Forward-looking Information

UT Group's consolidated forecasts for FY3/2026 remain unchanged, as announced on May 14, 2025.

2. Quarterly Consolidated Financial Statements and Significant Notes

(1) Quarterly Consolidated Balance Sheets

(Million yen)

	As of March 31, 2025	As of June 30, 2025
Assets		
Current assets		
Cash and deposits	31,708	30,995
Notes and accounts receivable - trade	19,717	20,264
Work in process	52	70
Raw materials and supplies	116	126
Other	2,998	2,547
Allowance for doubtful accounts	-323	-365
Total current assets	54,270	53,638
Non-current assets		
Property, plant and equipment	815	801
Intangible assets		
Goodwill	4,468	4,416
Software	3,177	2,967
Other	1,729	1,647
Total intangible assets	9,375	9,031
Investments and other assets		
Investment securities	6	8
Long-term loans receivable	1	0
Long-term prepaid expenses	42	27
Deferred tax assets	1,376	1,334
Other	461	438
Allowance for doubtful accounts	-2	-2
Total investments and other assets	1,885	1,806
Total non-current assets	12,076	11,639
Total assets	66,346	65,277

(Million yen)

	As of March 31, 2025	As of June 30, 2025
Liabilities		
Current liabilities		
Notes and accounts payable - trade	194	142
Current portion of long-term borrowings	2,199	2,950
Accounts payable - other	2,040	1,535
Accrued expenses	8,291	8,626
Lease liabilities	7	5
Income taxes payable	3,125	867
Accrued consumption taxes	2,787	3,767
Provision for bonuses	2,144	1,276
Provision for bonuses for directors (and other officers)	17	26
Deposits received	2,044	2,766
Other	74	104
Total current liabilities	22,927	22,067
Non-current liabilities		
Long-term borrowings	5,695	9,132
Lease liabilities	5	4
Retirement benefit liability	1,116	1,096
Deferred tax liabilities	266	271
Other	12	12
Total non-current liabilities	7,096	10,518
Total liabilities	30,023	32,585
Net assets		
Shareholders' equity		
Share capital	1,402	1,430
Capital surplus	1,054	1,082
Retained earnings	27,692	26,316
Treasury shares	-890	-3,199
Total shareholders' equity	29,258	25,630
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	-1	-0
Total accumulated other comprehensive income	-1	-0
Share acquisition rights	5,732	5,715
Non-controlling interests	1,334	1,346
Total net assets	36,323	32,692
Total liabilities and net assets	66,346	65,277

(2) Quarterly Consolidated Statements of Income and Quarterly Consolidated Statements of Comprehensive Income(Quarterly Consolidated Statements of Income)

(Million yen)

	For three months Ended June 30, 2024	For three months Ended June 30, 2025
Net sales	44,164	41,756
Cost of sales	36,533	33,784
Gross income	7,630	7,971
Selling, general and administrative expenses	5,707	5,508
Operating income	1,922	2,462
Non-operating income		
Interest income	9	0
Subsidies for employment adjustment	31	22
Other	8	12
Total non-operating income	49	35
Non-operating expenses		
Interest expenses	28	17
Commission expenses	0	21
Loss on valuation of derivatives	63	—
Other	10	0
Total non-operating expenses	103	39
Ordinary income	1,868	2,458
Extraordinary income		
Gain on sale of non-current assets	0	0
Gain on sale of shares of subsidiaries and associates	5,916	—
Gain on bargain purchase	58	—
Total extraordinary income	5,975	0
Extraordinary losses		
Loss on retirement of non-current assets	—	1
Restructuring cost	—	3
The 30th anniversary commemoration cost	—	7
Total extraordinary losses	—	12
Income before income taxes	7,844	2,446
Income taxes	2,834	823
Income	5,009	1,622
Income attributable to non-controlling interests	78	78
Income attributable to owners of parent	4,930	1,544

(Quarterly Consolidated Statements of Comprehensive Income)

(Million yen)

	For three months Ended June 30, 2024	For three months Ended June 30, 2025
Income	5,009	1,622
Other comprehensive income		
Valuation difference on available-for-sale securities	0	1
Foreign currency translation adjustment	152	—
Total other comprehensive income	152	1
Comprehensive income	5,162	1,623
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	5,041	1,545
Comprehensive income attributable to non-controlling interests	121	78

(3) Notes to the Quarterly Consolidated Financial Statements

(Note on the Assumption as a Going Concern)

Not applicable

(Notes in Case of Significant Change in the Amount of Shareholders' Equity)

1. First quarter of FY3/2025 (from April 1, 2024 to June 30, 2024)

(1) Items concerning dividend

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on May 14, 2025	Common stock	3,817	96.15	March 31, 2024	June 24, 2024	Retained earnings

Note: The dividend per share is comprised of 96.15 yen in ordinary dividend.

(2) Dividend whose record date fell during the first quarter of FY3/2025 and whose effective date fell after the last day of the first quarter of FY3/2025

Not applicable

(3) Significant change in the amount of shareholders' equity

Not applicable

2. First quarter of FY3/2026 (from April 1, 2025 to June 30, 2025)

(1) Items concerning dividend

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on May 14, 2025	Common stock	2,950	74.00	March 31, 2025	June 30, 2025	Retained earnings

Note: The dividend per share is comprised of 74.00 yen in ordinary dividend.

(2) Dividend whose record date fell during the first quarter of FY3/2026 and whose effective date fell after the last day of the first quarter of FY3/2026

Resolved	Type of stock	Total amount of dividends (Million yen)	Dividend per share (Yen)	Record date	Effective date	Dividend source
Board of Directors meeting, held on August 8, 2025	Common stock	1,544	40.19	June 30, 2025	September 22, 2025	Retained earnings

Note: The dividend per share is comprised of 40.19 yen in ordinary dividend.

(3) Significant change in the amount of shareholders' equity

Based on the resolution of the Board of Directors' meeting held in February 2025, the Company acquired 398,400 shares of treasury shares. Based on the resolution of the Board of Directors' meeting held in May 2025, the Company acquired 648,400 shares of its treasury shares. As a result, including the repurchase of shares less than one unit, treasury shares increased by 2,308 million yen in the first quarter of FY3/2025, reaching 3,199 million yen at the end of the first quarter of FY3/2025.

(Application of special accounting methods for presenting consolidated financial statements)**(Calculation of tax expenses)**

Tax expenses are calculated by making a reasonable estimate of the effective tax rate after tax effect accounting for income before income tax for FY3/2025 including the first quarter under review, and multiplying the said estimated effective tax rate by quarterly income before income taxes.

In case that the tax expenses calculated by the estimated effective tax rate result in a significantly unreasonable amount, the legal effective tax rate is used.

(Notes to Segment Information)**I Previous first quarter of FY3/2025 (from April 1, 2024 to June 30, 2024)****1. Sales and income (loss) by segment****(Million yen)**

	Reportable Business Segments						Adjustment amount ^{1,2}	Amounts on the consolidated statements ³
	Motor & Energy Business	Semiconductor Business	Agent Business	Next Career Business	Vietnam Business	Total		
Sales								
Dispatching	9,557	5,912	15,933	1,799	2,538	35,741	—	35,741
Contracting	1,420	2,887	422	2,013	449	7,193	—	7,193
Other	413	116	513	13	126	1,182	46	1,229
Revenue from contracts with customers	11,391	8,916	16,869	3,826	3,114	44,117	46	44,164
Sales to clients	11,391	8,916	16,869	3,826	3,114	44,117	46	44,164
Inter-segment sales or transfers	—	2	7	1	—	10	-10	—
Total	11,391	8,919	16,876	3,827	3,114	44,128	35	44,164
Segment income	842	566	358	71	42	1,882	40	1,922

Notes: (1) The 46 million yen adjustment to sales to external clients is recorded as sales of the head office that are not attributable to any business segment.

(2) Adjustment to segment income of 40 million yen is elimination of inter-segment transactions.

(3) Segment income is adjusted to correspond to operating income in the consolidated statements of income.

2. Impairment losses of non-current assets or goodwill, etc. by reportable segment**(Significant changes in the amount of goodwill)**

The Agent Business segment includes BeNEXT Partners Inc. in the scope of consolidation following the acquisition of all of its shares in April 2024.

The increase in goodwill resulting from this event is 1,147 million yen in the first quarter of FY3/2025.

II Current first quarter of FY3/2026 (from April 1, 2025 to June 30, 2025)

1. Sales and income (loss) by segment

(Million yen)

	Reportable Business Segments					Adjustment amount ¹	Amounts on the consolidated statements ²
	Motor & Energy Business	Semiconductor Business	Agent Business	Next Career Business	Total		
Sales							
Dispatching	11,547	6,425	14,598	2,027	34,599	—	34,599
Contracting	1,144	2,788	512	1,603	6,048	—	6,048
Other	405	155	497	48	1,107	—	1,107
Revenue from Contracts With customers	13,097	9,370	15,608	3,679	41,756	—	41,756
Sales to clients	13,097	9,370	15,608	3,679	41,756	—	41,756
Inter-segment sales or transfers	2	14	147	13	177	-177	—
Total	13,099	9,384	15,756	3,692	41,934	-177	41,756
Segment income	893	946	490	143	2,473	-10	2,462

Notes: (1) Adjustment to segment income (loss) of 10 million yen is elimination of inter-segment transactions.

(2) Segment income (loss) is adjusted to correspond to operating income in the consolidated statements of income.

2. Impairment losses of non-current assets or goodwill, etc. by reportable segment

Not applicable.

3. Information on changes in reportable segments

Due to the sale of Green Speed Joint Stock Company (which comprised the Vietnam Business Segment in FY3/2025) in March 2025 as well as the implementation of reorganization, as of the current first quarter of FY3/2026 UT Group has changed its reportable segments from the previous five segments (Manufacturing Business, Area Business, Solutions Business, Nikkei Worker Business, and Vietnam Business) to the new four segments (Motor & Energy Business, Semiconductor Business, Agent Business, and Next Career Business). The main businesses of each segment are stated in the following Reference Information.

The segment information for the first quarter of FY3/2025 has been restated based on the new classification.

(Reference Information)

(1) Motor & Energy Business: Provision of human resources services to major automobile manufacturers

This segment is mainly focused on human resources services for major automobile manufacturers. It was formed from the “Transportation Equipment” subsegment and part of the “Industrial and Commercial Machinery” subsegment of the former “Manufacturing Business,” and also incorporated the “Nikkei Worker Business” which was engaged in the dispatch of Nikkei workers. We aim to increase our market share in the automotive industry by matching the human resource needs of large-scale mobilization with short delivery times in order to respond to industry-specific production fluctuations, with the needs of job seekers who want to work with high wages the same day they are hired. In addition, we provide services to dispatch Nikkei workers to areas which have attracted fewer Japanese workers due to population decline.

(2) Semiconductor Business: Provision of human resources services to major semiconductor manufacturers

This segment is mainly focused on human resources services for major semiconductor manufacturers. The segment was reorganized from the “Electronics” subsegment and a part of the “Industrial and Commercial Machinery” subsegment of the former “Manufacturing Business,” and also incorporated UT Toshiba Co., Ltd., which was engaged in worker dispatch services in the semiconductor-related and other areas. By securing and training semiconductor business workers, who are in short supply nationwide, along with building cross-industry human resource systems throughout the semiconductor industry and training engineers, we aim to respond to medium- to long-term needs for workers, and further increase our market share in the semiconductor industry.

(3) Agent Business: Provision of community-based human resources services

This segment has a recruitment agent function for job seekers, and conducts paid employment placement business in addition to the dispatching and contracting business formerly conducted by the Area Business. We will work to solve companies’ challenges by matching companies that are struggling with hiring issues due to a worsening labor shortage with job seekers who want to work in the area where they live, from among more than 10,000 applicants to UT Group each month. Regardless of the dispatch job openings that UT Group has available, we will introduce applicants to a wide variety of jobs, such as direct employment opportunities at client companies, in order to increase the successful matching ratio of applicants to companies, and to improve business growth and profitability.

(4) Next Career Business: Acceptance of human resources and provision of human resources services associated with the structural reform of major manufacturing industries

This segment consists of UT’s operating companies that are affiliated with Fujitsu and Hitachi in the former Solution Business segment. We support major corporate groups’ HR strategies that are focused on resolving management issues such as the re-employment of retirees. We also provide new workplaces to personnel from major companies so that they can utilize their skills to play an active role. By providing workplaces where the human resources we have accepted can make the most of their skills, we aim for the optimal allocation of workers across companies.

(Notes on statement of cash flows)

UT Group has not prepared a quarterly consolidated statement of cash flows for the first quarter of FY3/2026. The amount of depreciation (including amortization of intangible assets excluding goodwill) and the amount of amortization of goodwill for the first quarter are as follows.

	(Million yen)	
	For three months Ended June 30, 2024	For three months Ended June 30, 2025
Depreciation and amortization	374	342
Goodwill amortization	132	109