

**For the Point-Earning Work Members and Individual Shareholders**

3Q of Fiscal Year Ending March 31, 2026

# **Financial Results**

February 12, 2026

**UT Group Co., Ltd.**

Securities Code: 2146(TSE Prime Market)

# Towards the Expansion of the Personnel Referral Business

The 2Q of FY3/2026: UT Group decided to fully enter the personnel referral business.

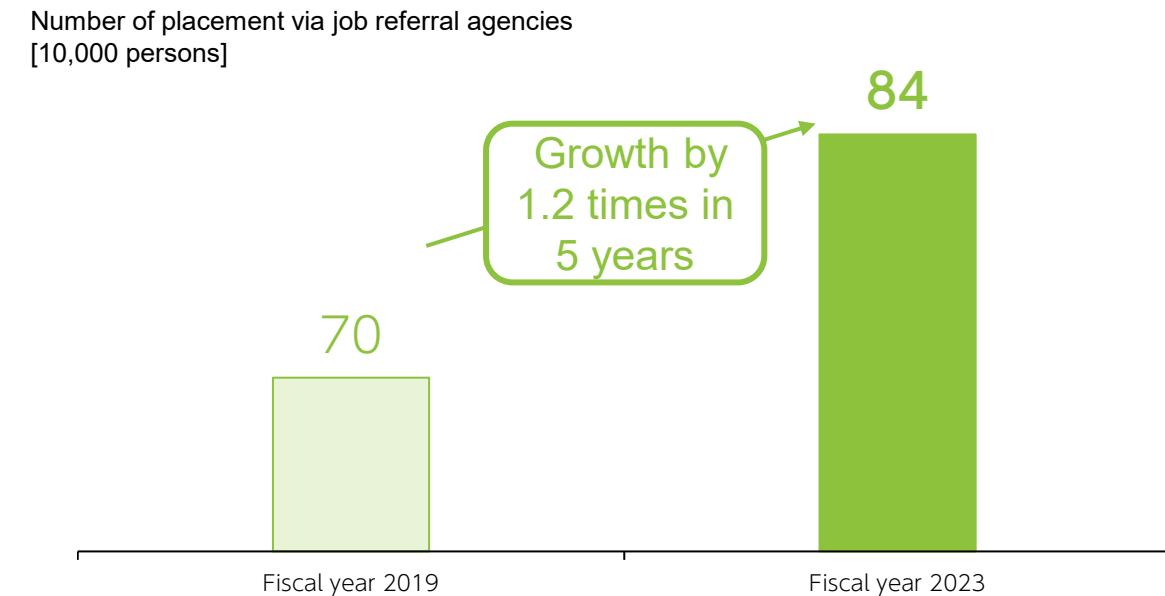
The 3Q of FY3/2026: UT Group established an in-house system and started sales activities for personnel referral business.

## Key points for entering the business

- A period for building a foundation for the business during the Fifth Medium-term Business Plan.
- Utilize a population of applicants that can be secured at the current hiring costs.
- Encourage the dispatched technical employees to become full-time employees.
- Provide a variety of options to “Point-Earning Work” members.
- Launch the referral business to increase profit.

(Fees x Number of referrals = Sales ≈ Gross income)

## The personnel referral market size



## Concept of the “Point-Earning Work”

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## Point-Earning Work

You earn points for hours worked

“Working” will be more convenient and comfortable  
with a new smartphone app

You will definitely find the job you want

You can change workplace at any time

You can work immediately without an interview

You will earn points earned for hours worked

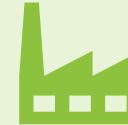
You will get the wage on the same day

You can exchange the accumulated points  
for UT Group shares

# Workplace Can Be Changed At Any Time

There will be a significant increase in workplaces where people can freely apply or transfer from April 2026 on.

UT Group's dispatch workplaces



3,600 workplaces

Direct employment opportunities by client companies



300 workplaces

Alliance partners' dispatch workplaces



10,800 workplaces

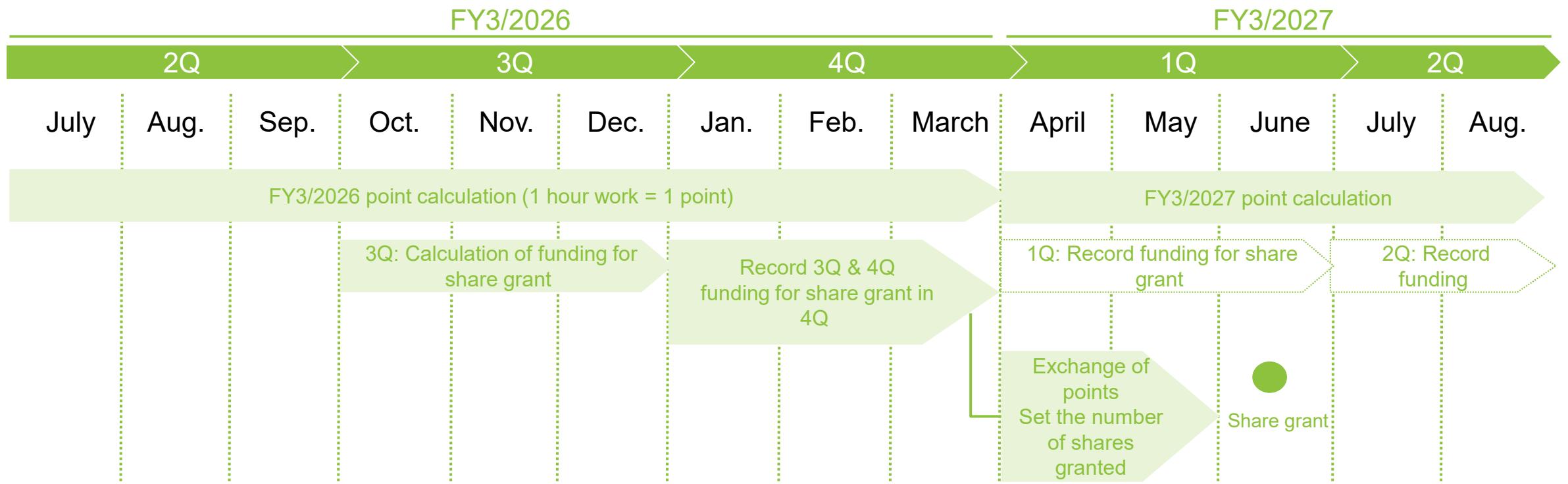


All workplaces

14,700 workplaces

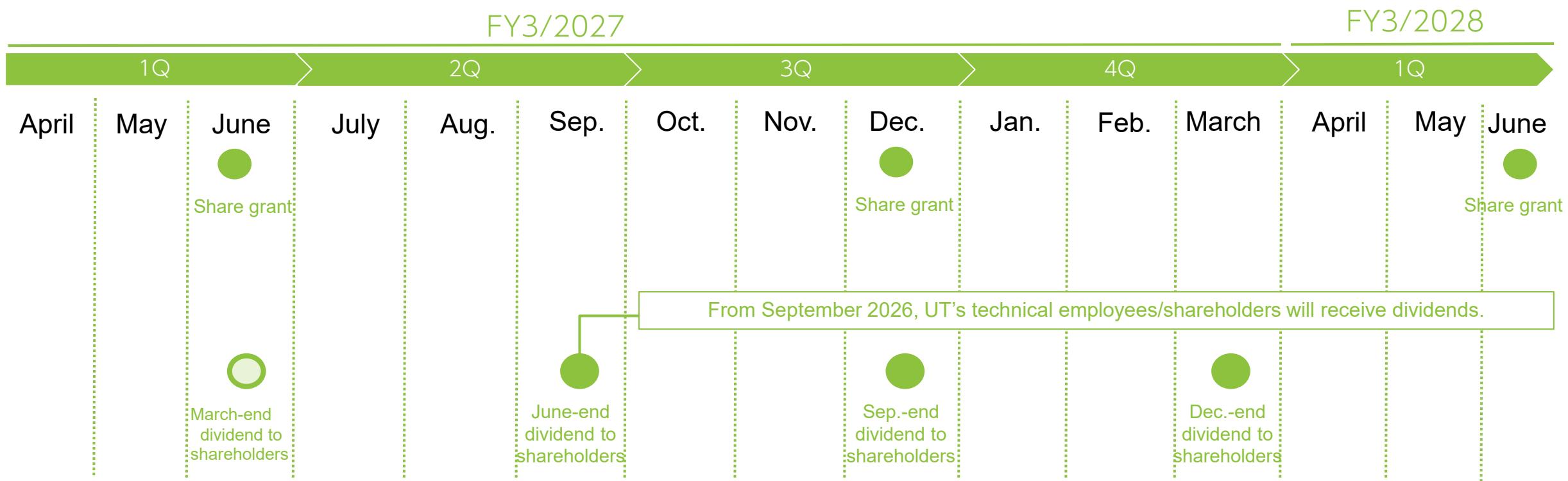
# Progress of the “Point-Earning Work”

In June 2026, UT will implement the first stock grant, using funds from 2H FY3/2026, to UT’s technical employees.



# Progress of the “Point-Earning Work”

UT’s technical employees will receive the first dividends in September 2026, followed by semiannual share grants and quarterly dividends.



# Summary of 3Q FY3/2026 Financial Results

The performance momentum of the 1H of FY3/2026 continued in 3Q.  
The 3Q results are in line with the earnings forecasts revised in 2Q.

## Financial results for 1Q-3Q FY3/2026 (Apr.-Sep. 2026)

<b>Sales</b> (Excl. the business sold in FY3/2025)	<b>125.3</b> billion yen	Up <b>0.5%</b> y-o-y	Progress vs. forecast <b>74.6%</b>
<b>Gross income</b>	<b>24.4</b> billion yen	Up <b>5.8%</b> y-o-y	Progress vs. forecast <b>77.7%</b>
<b>Operating income</b>	<b>8.0</b> billion yen	Up <b>30.8%</b> y-o-y	Progress vs. forecast <b>84.2%</b>
<b>The number of technical employees</b>	<b>33,126</b>	Down <b>2.7%</b> y-o-y	<b>374</b> less vs. year-end forecast

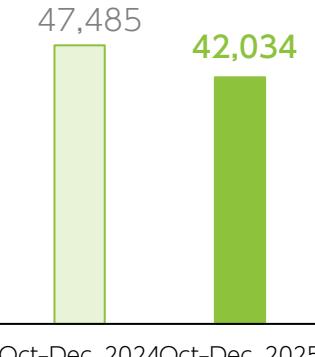
# Financial Results for 3Q FY3/2026 (Oct. – Dec. 2025)

3Q (Oct.-Dec.): Sales declined but net income continued to increase.

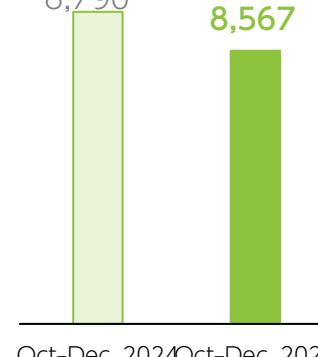
4Q (Jan.-March): The expenses of the stock compensation plan will be recorded due to the launch of the plan.

## Summary of financial results

Sales  
Trust from our clients  
**Down 11.5%**  
(Down 1.2% excl. business sold in FY3/2025)



Gross income  
Value created by all employees  
**Down 2.5%**  
(Up 1.3% excl. business sold in FY3/2025)



Net income  
Value created by all employees  
**Up 10.9%**  
(Up 19.3% excl. business sold in FY3/2025)



## Profit distribution performance

Funds for exchanging points to shares

**0.6**  
bln yen

Total dividend amount

**1.4**  
bln yen

2.60 yen per share

# Financial Results for 1Q-3Q FY3/2026 (Apr. – Dec. 2025)

Sales and net income for 1Q-3Q of FY3/2026 decreased due to the divestiture of a business in FY3/2025.  
Excluding this impact, business performance remains solid.

## Summary of financial results

### Sales

Trust from our clients

**Down 8.4%**  
(Up 0.5% excl. business sold in FY3/2025)

136,882 125,329

### Gross income

Value created by all employees

**Up 2.1%**  
(Up 5.8% excl. business sold in FY3/2025)

23,993 24,486

### Net income

Value created by all employees

**Down 35.5%**  
(Up 27.4% excl. business sold in FY3/2025)

8,320 5,366

## Profit distribution

### Total dividend amount

Funds for exchanging points to shares  
(Amount of Treasury Stock

Acquisitions, Q1–Q3 Cumulative (Apr–Dec))

**3.4** **bln**  
yen

**4.7** **bln**  
yen  
per share 8.25 yen

# Financial Results by Business Segment for 1Q-3Q FY3/2026 (Apr. – Dec. 2025)

The Motor & Energy Business (manufacturing dispatch for automobiles) struggled, while the Agent Business performed well.

## Segment results for 1Q-3Q FY3/2026 (Apr.-Sep. 2025)

Motor & Energy Business
<b>Sales</b> 39.2 bln yen △0.5%
<b>Operating income</b> 3.3 bln yen △1.5%

Semiconductor Business
<b>Sales</b> 28.1 bln yen +1.7%
<b>Operating income</b> 2.7 bln yen +37.6%

Agent Business
<b>Sales</b> 47.0 bln yen +2.8%
<b>Operating income</b> 1.5 bln yen +342%

Next Career Business
<b>Sales</b> 10.9 bln yen △7.1%
<b>Operating income</b> 0.4 bln yen △6.5%

## About Dividend Payment

DPS payment of 2.6 yen in 3Q as planned and of the similar amount estimated for 4Q. Commitment to a dividend payout ratio of 100% and a DPS of 10 yen at minimum during the Fifth Medium-term Business Plan period.

### Dividends per share for FY3/2026

1Q FY3/2026  
**2.97** yen  
3Q FY3/2026  
**2.60** yen

2Q FY3/2026  
**2.68** yen  
4Q FY3/2026 (plan)  
**2.60** yen

### Dividend forecast for the Fifth Medium-term Business Plan period

■ Minimum guaranteed dividend  
□ Dividends upon plan target achievement

