1Q of Fiscal Year Ending March 31, 2026

Financial Results

August 8, 2025

UT Group Co., Ltd.

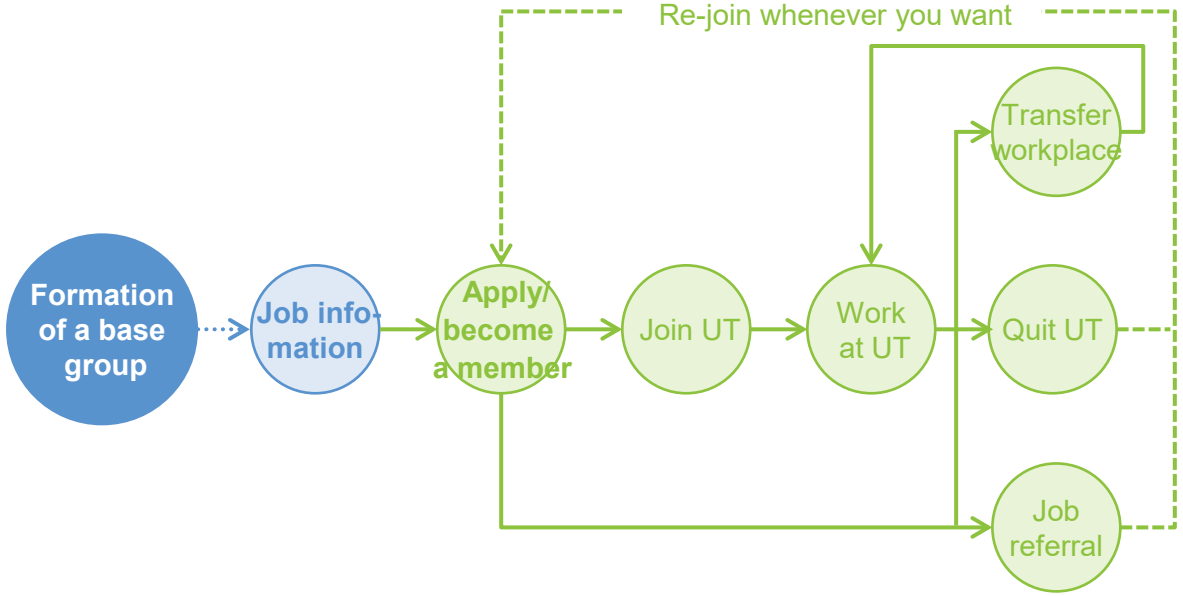
Securities Code: 2146(TSE Prime Market)

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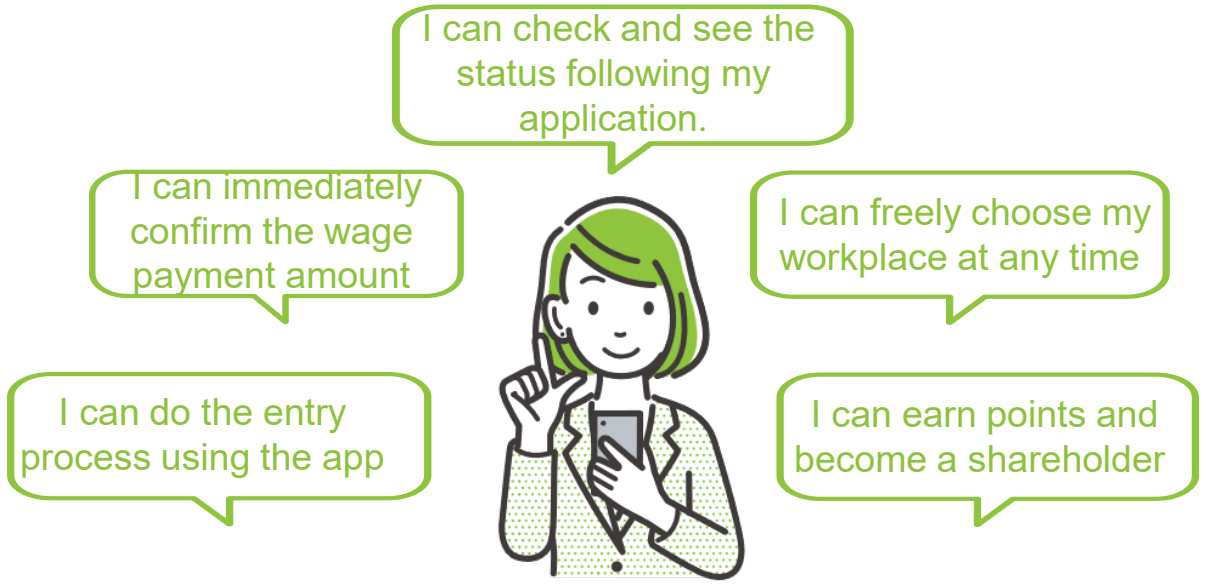
Topics

Promote the Development of a Workstyle Platform

Continuous provision of services through membership



A workstyle platform that can be completed with an app



Building a workstyle platform which continuously provides highly convenient services to job seekers

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Launched a Program to Earn Points to Be Exchanged for UT Shares

A Point program that drives engagement

It motivates workers and becomes their growth driver

Earn points based on work hours and exchange them for UT shares

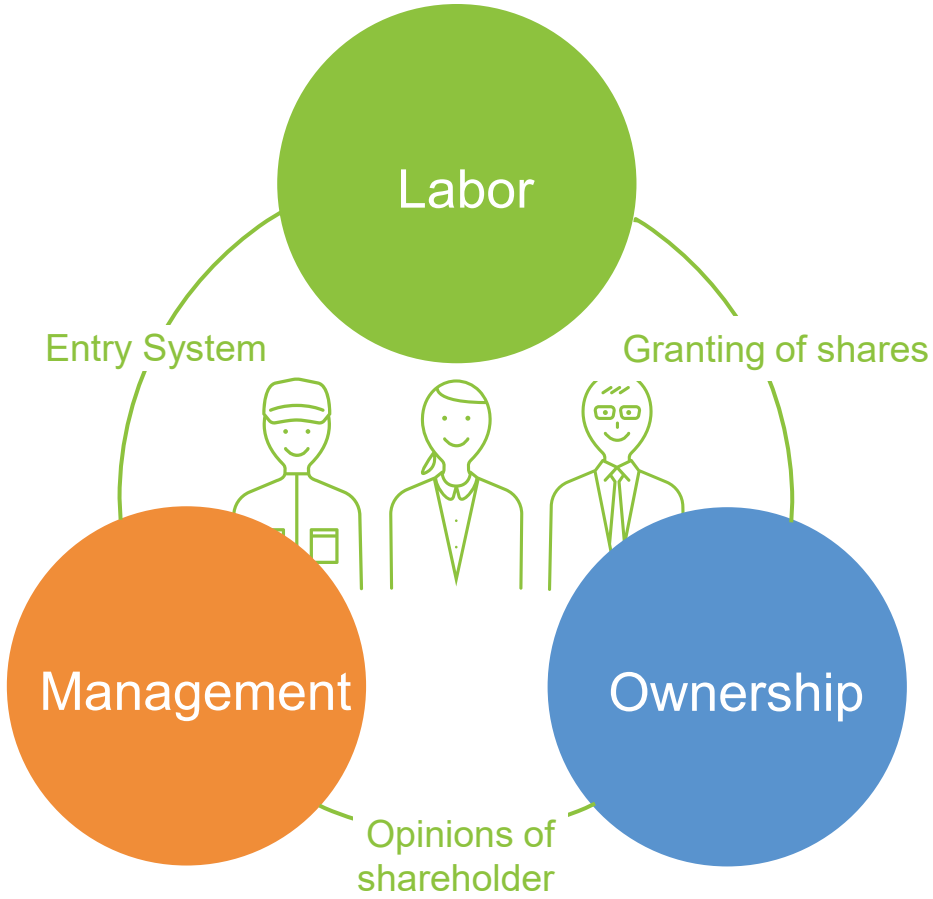
- Earn one point per hour worked at UT
- A six-level ranking according to the cumulative number of hours worked
- Raise your ranking level and earn double points
- Points are exchanged for UT Group shares
- Encourage re-entry to UT as points can be retained for five years after leaving the company

▼

Strengthen bonding with workers

▼

Improve hiring competitiveness and cost efficiency



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Human Capital Investments and Dividends Based on The 1Q Results

Human capital investments

460 million yen

(Repurchase period: August 12 to November 13, 2025)

Use 30% of net income before the recording of stock grant expenses for share buybacks

Total amount of dividends

1.54 billion yen

(40.19 yen per share)

Return 100% of net income to shareholders as dividends

* Expenses will be posted in and after the 4Q as the exchange of points and shares will be conducted in and after the 4Q.
* 10% of net income before the recording of stock grant expenses will be cash benefits as an incentive

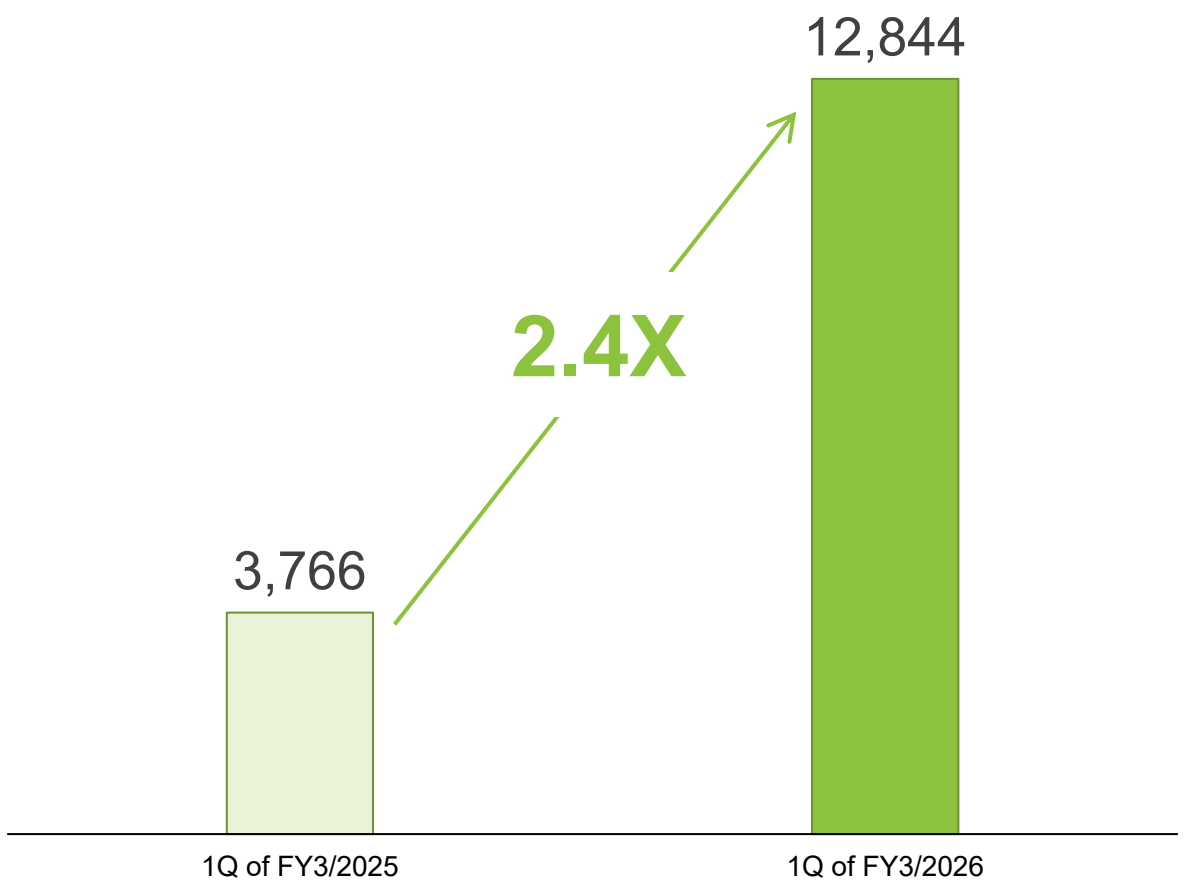
Aim to make workers a driving force for UT's sustainable business growth by turning workers into shareholders to enhance bonding with them and raise their motivation

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FY3/2026 1Q Financial Results

Actions to Increase the Number of Job Offerings

Total number of job offerings for major businesses*



Expanded human resource services with the aim of providing new employment opportunities

Started the employment agency service

- Started the employment agency service in addition to the existing worker dispatch service.
- Provided optimal services for job seekers who have more diversified workstyles and client companies which face difficulties in hiring.
- Significantly increased the number of job offerings by providing job seekers with a variety of option through alliance with peers.

Started a fixed-term employee referral service for the automotive industry

- Started a fixed-term employee referral service using UT applicants in order to contribute to flexibly and promptly secure workers in line with production fluctuations in the automobile industry.
- Provided job seekers with options including direct employment by client companies.

Improved the application matching rate

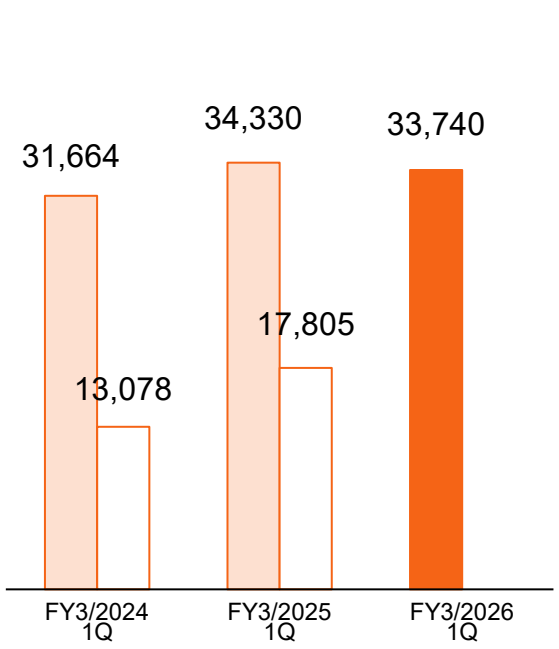
* Motor & Energy Business, Semiconductor Business, and Agent Business

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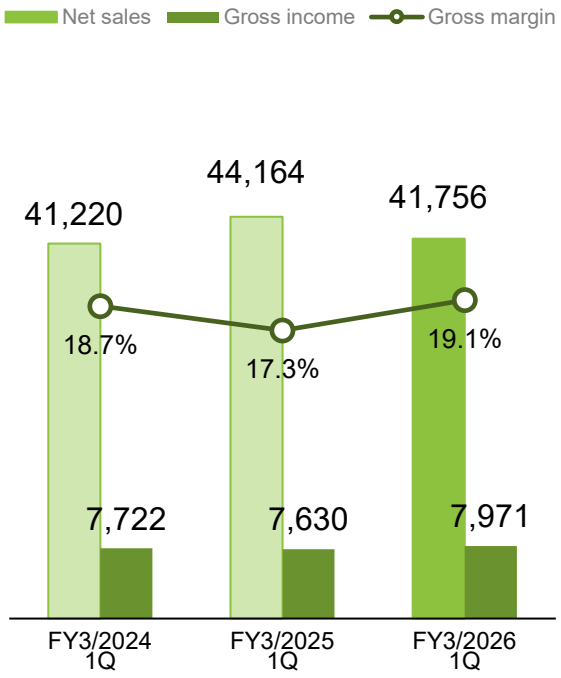
Results Highlights

- A net decrease in the number of technical employees due to higher-than-expected turnover rate. Sales decreased y-o-y due to the sale of the Vietnam Business in March 2025.
- Gross income margin improved y-o-y due to the sale of the Vietnam Business, which had deteriorated profitability, an increase in operating hours, and the improvement in unit wages.
- EPS in FY3/2025 increased due to extraordinary income from the sale of the Engineering Business and the Vietnam Business. EPS in FY3/2026 is expected to decrease due to a decrease in profits.

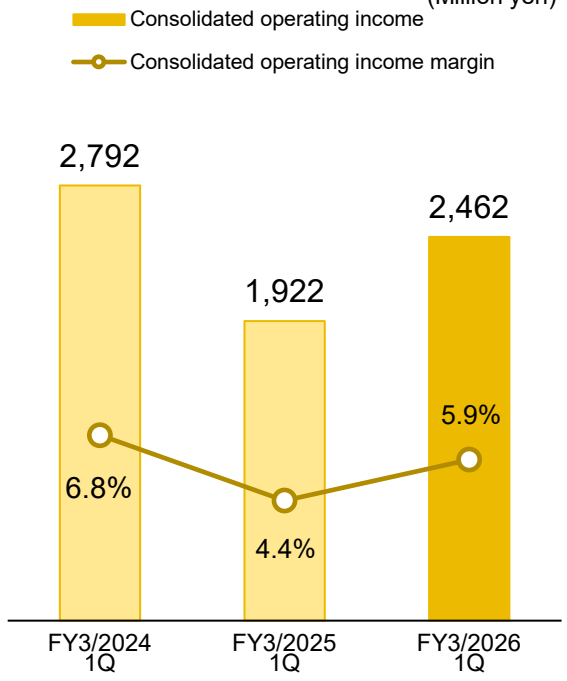
Technical employees (Domestic / Overseas)



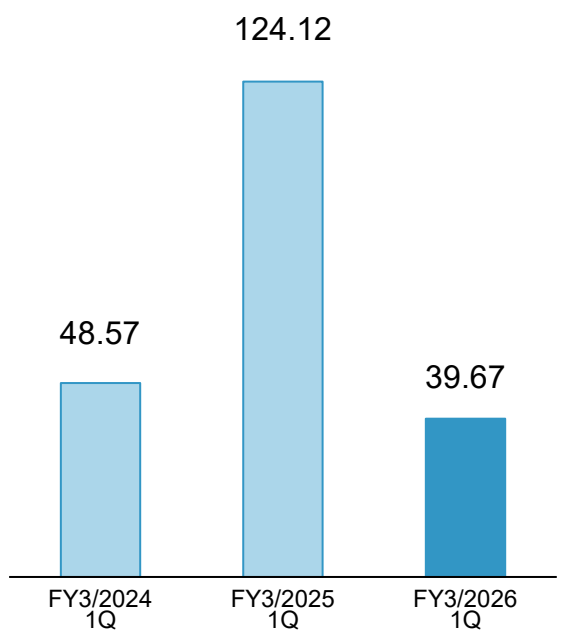
Net sales / Gross income / Gross margin



Consolidated operating income and Consolidated operating income margin



Net income per share（EPS）



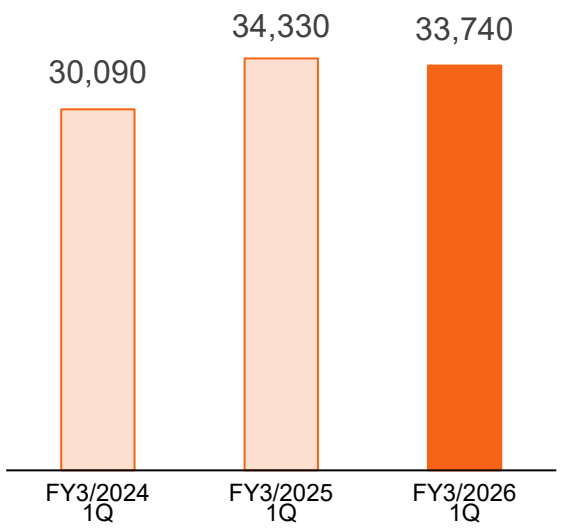
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Results Highlights (excluding the businesses sold by FY3/2025)

- A net decrease in the number of technical employees due to the higher-than-expected turnover rate.
- Renewed a record-high quarterly consolidated net sales due to an increase in operating hours and the improvement in unit wages.
- Operating income increased y-o-y due to the improvement in gross margin, driven by the suspension of the hiring method to shorten lead time, which had deteriorated operating rates, the better management of vacant company housing, etc.

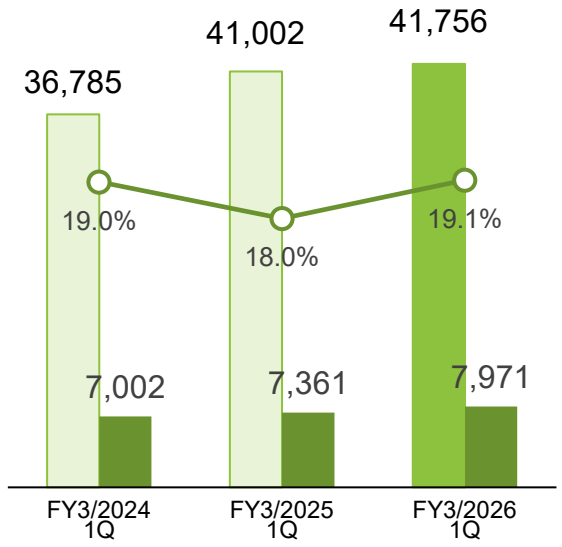
Technical employees (Domestic / Overseas)

(Million yen)



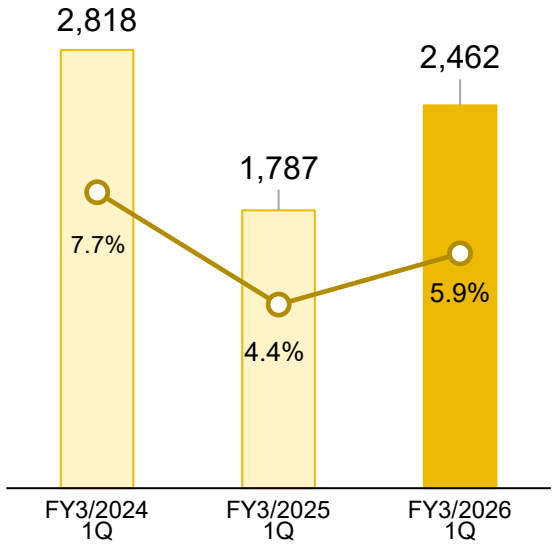
Net sales / Gross income / Gross margin

(yen)



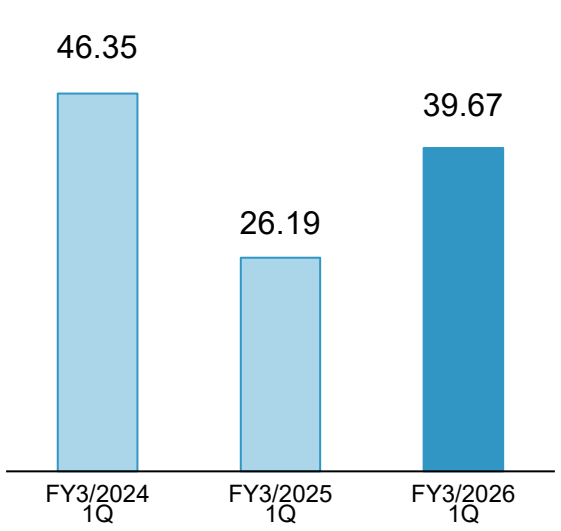
Operating income and Operating income margin

(Million yen)



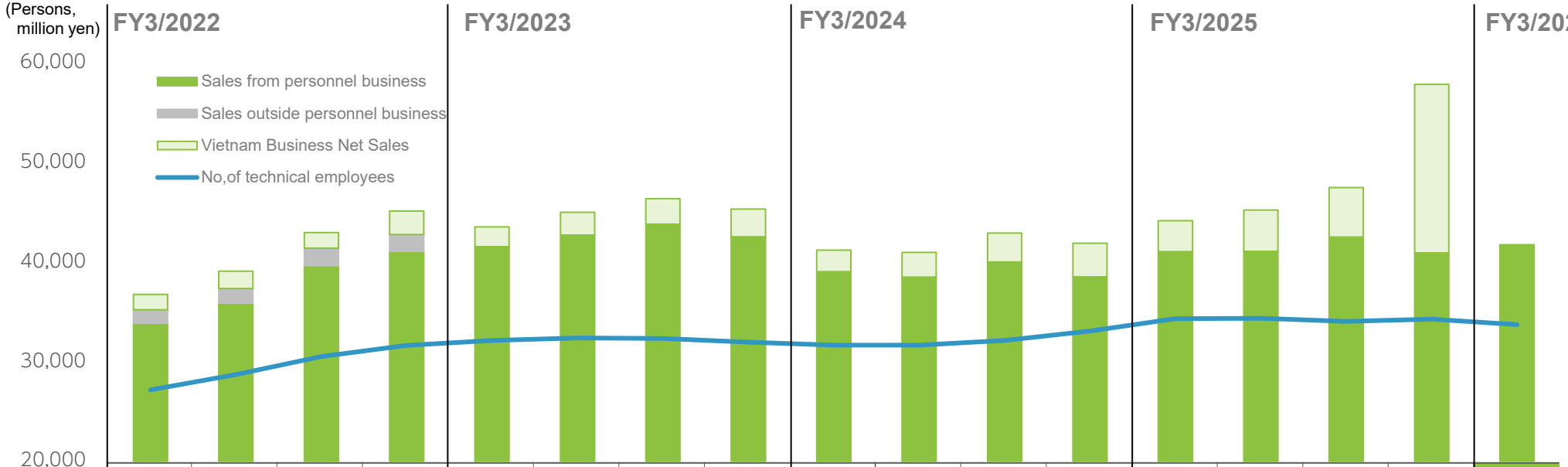
Net income per share（EPS）

(yen)



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Quarterly Changes in Sales and Number of Technical Employees

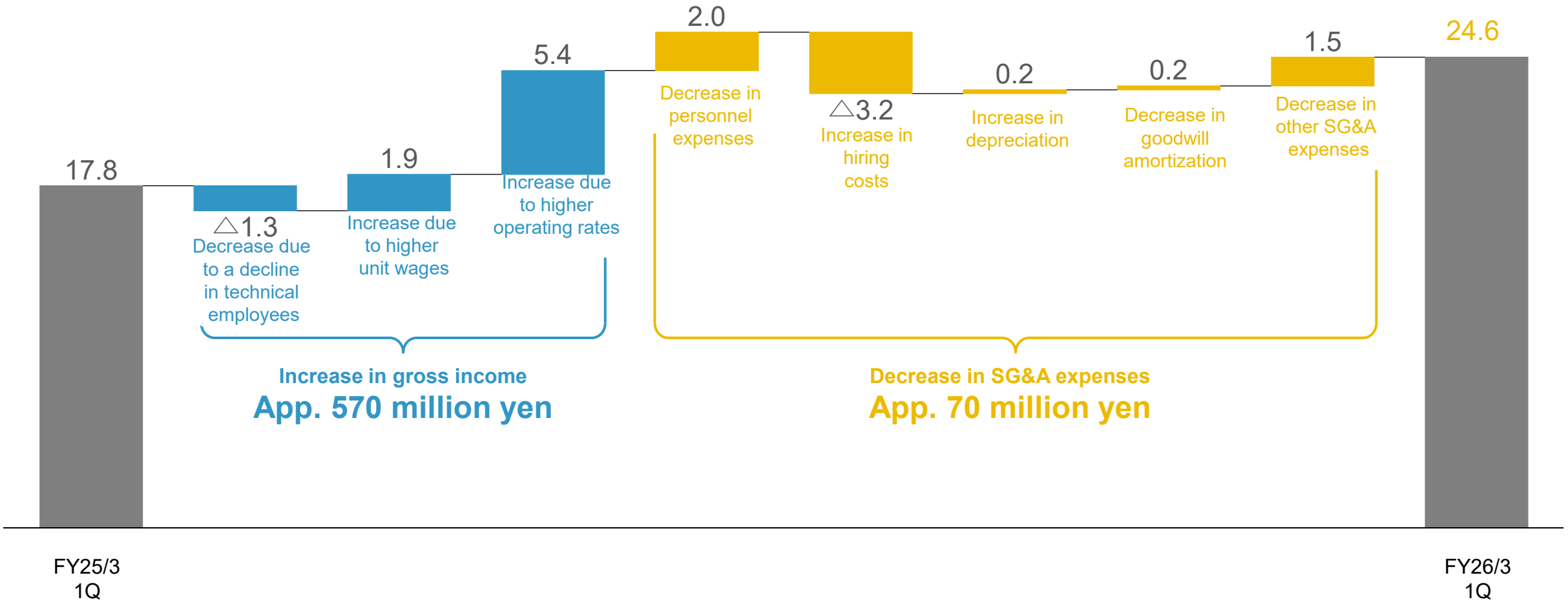


	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q
Net Sales	35,215	37,363	41,417	42,774	41,567	42,717	43,808	42,538	41,220	40,983	42,921	41,906	44,164	45,233	47,485	57,866	41,756
QoQ	＋8.4%	＋6.1%	＋10.9%	＋3.3%	△2.8%	＋2.8%	＋2.6%	＋2.9%	△3.1%	△0.6%	＋4.7%	△2.4%	＋5.4%	＋2.4%	＋5.0%	＋21.9%	△27.8%
Consolidated operating income	1,257	1,014	2,172	1,814	3,341	3,503	△1,238	3,308	2,792	2,449	2,999	1,104	1,922	1,682	2,980	1,490	2,462
Consolidated operating income margin	3.6%	2.7%	5.2%	4.2%	8.0%	8.2%	△2.8%	7.8%	6.8%	6.0%	7.0%	2.6%	4.4%	3.7%	6.3%	2.6%	5.9%
Technical employees (Domestic)	27,177	28,720	30,516	31,636	32,153	32,397	32,341	31,936	31,664	31,660	32,136	33,078	34,330	34,365	34,042	34,289	33,740
QoQ	＋14.5%	＋5.7%	＋6.3%	＋3.7%	＋1.6%	＋0.8%	△0.2%	△1.3%	△0.9%	±0%	＋1.5%	＋2.9%	＋3.8%	＋0.1%	＋0.9%	＋0.7%	△1.7%

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Analysis of Consolidated Operating income

- Operating income increased y-o-y due to an increase in gross income driven by higher unit wages and higher operating rates, and a decrease in SG&A expenses.

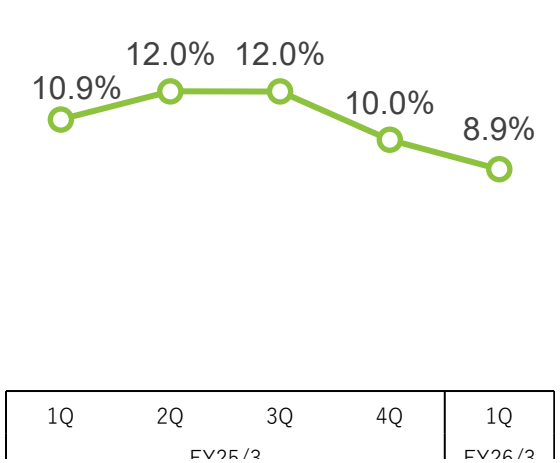


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Key Indicators of the Three Main Businesses (hiring efficiency)

* Motor & Energy Business, Semiconductor Business and Agent Business

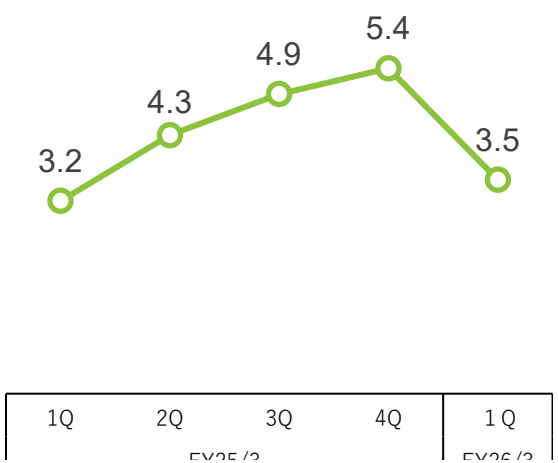
Application matching rate



Matching Rate = (Number of Hires + Number of Referrals) / Number of New Applicants

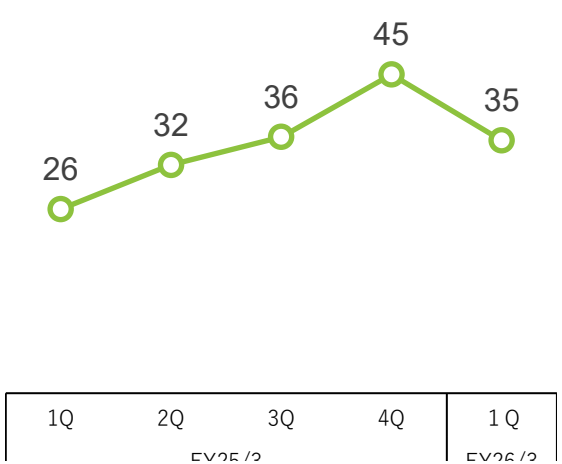
Started to handle direct job offerings other than dispatching but its effect has not yet materialized.

Application unit cost [10,000 yen]



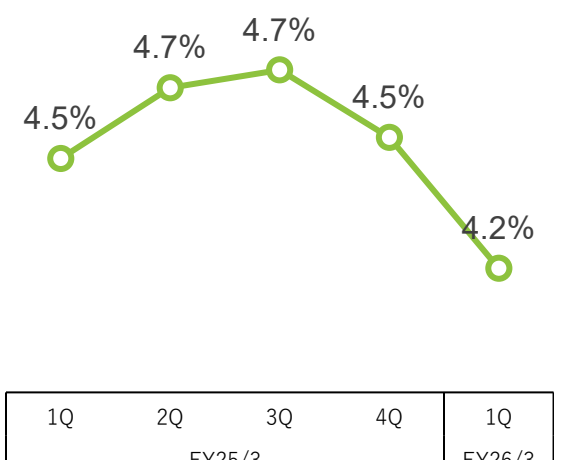
An increase in the number of applicants has resulted in lower cost per application.

Hiring unit cost [10,000 yen]



Reduced cost per hire by optimizing processes for each business.

Employee turnover



Improved the turnover rate by suppressing mismatches and following up new hires after joining UT.

The actions taken resulted in improved hiring efficiency in all indicators excluding the application matching rate

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Summary of Statement of Income

[million yen]

	FY3/2025 1Q				FY3/2026 1Q		Y-o-Y change			
	Consolidated		Excluding special factors (Vietnam Business, Extraordinary gains)				Consolidated		Change from the FY3/2025 results excluding special factors (Vietnam Business, Extraordinary gains)	
	Results	% to net sales	Results	% to net sales	Results	% to net sales	Increase/ decrease	Change %	Increase/ decrease	Change %
Net sales	44,164	100.0%	41,002	100.0%	41,756	100.0%	△2,407	-5.5%	+706	1.7%
Gross income	7,630	17.3%	7,361	18.0%	7,971	19.1%	341	4.5%	+572	7.7%
SG&A expenses	5,707	12.9%	5,574	13.6%	5,508	13.2%	△198	-3.5%	△79	△1.4%
EBITDA	2,430	5.5%	2,293	5.6%	2,915	7.0%	485	20.0%	+598	25.8%
Operating income	1,922	4.4%	1,787	4.4%	2,462	5.9%	540	28.1%	+651	35.9%
Ordinary income	1,868	4.2%	1,720	4.2%	2,458	5.9%	589	31.5%	+714	40.9%
Net income attributable to UT Group	4,930	11.2%	1,040	2.5%	1,544	3.7%	△3,386	-68.7%	+504	48.5%
EPS (yen)	124.12	–	26.19	–	39.67	–	△84.45	-68.0%	+13.48	51.5%
No. of Tech employees (Domestic)	34,330	–	34,330	–	33,740	–	△590	-1.7%	△590	△1.7%

(note) EBITDA = Operating income + Depreciation (Property, plant and equipment, and Intangible assets) + Amortization

Net sales

- Net sales y-o-y increased due to higher unit wages and higher operating hours despite a slight decrease in the number of technical employees.

Gross income margin

- Improved due to the sale of the Vietnam Business, higher operating rates, etc.

SG&A expenses

- SG&A expenses decreased by 190 million yen year-on-year, consisting of a 280 million yen decrease in personnel expenses, a 320 million yen increase in hiring costs, and a 230 million yen decrease in goodwill amortization, depreciation, and other SG&A expenses.

Technical employees (Japan)

- Decreased due to delayed turnover reduction.

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Consolidated Balance Sheets

[million yen]

	March 31, 2024		June 30, 2025		Change from the end of the previous FY	
	Results	% to total assets	Results	% to total assets	Amount	%
Current assets	54,270	81.8%	53,638	82.2%	△631	△1.2%
Cash and deposits	31,708	47.8%	30,995	47.5%	△713	△2.2%
Notes and accounts receivable – trade	19,717	29.7%	20,264	31.0%	571	2.9%
Non-current assets	12,076	18.2%	11,639	17.8%	△437	△3.6%
Property, plant and equipment	815	1.2%	801	1.2%	△14	△1.7%
Intangible assets	9,375	14.1%	9,031	13.8%	△344	△3.7%
Goodwill	4,468	6.7%	4,416	6.8%	△51	△1.2%
Investments and other assets	1,885	2.8%	1,806	2.8%	△79	△4.2%
Total assets	66,346	100.0%	65,277	100.0%	△1,069	△1.6%
Current liabilities	22,927	34.6%	22,067	33.8%	△859	△3.8%
Short-term borrowings and Current portion of long-term borrowings	**2,199**	**3.3%**	**2,950**	**4.5%**	750	34.1%
Current liabilities	7,096	10.7%	10,581	16.1%	3,422	48.2%
Long-term borrowings	5,695	8.6%	9,132	14.0%	3,437	60.4%
Net assets	36,323	54.7%	32,692	50.1%	△3,631	△10.0%
Shareholders' equity	29,258	44.1%	25,630	39.3%	△3,628	△12.4%
Share acquisition rights	5,732	8.6%	5,715	8.8%	△16	△0.3%
Total liabilities and net assets	**66,346**	**100.0%**	**65,277**	**100.0%**	△1,069	△1.6%
Net debt/equity ratio	△0.8	—	△0.7	—	—	—
ratio of goodwill to shareholders' equity	15.27%	—	17.19%	—	—	—

Current assets
- Decrease in cash and deposits

Non-current assets
- Decrease in software due to amortization

Current liabilities
- Increase in accrued consumption taxes and current portion of long-term debt borrowings
- Decrease in income taxes payable

Non-current liabilities
- Increase in long-term borrowings

Net assets
- Recording of net income attributable to owners of the parent
- Dividend payment and purchase of treasury shares, using retained earnings
- Equity ratio 39.3% (44.1% as of March 31, 2025)

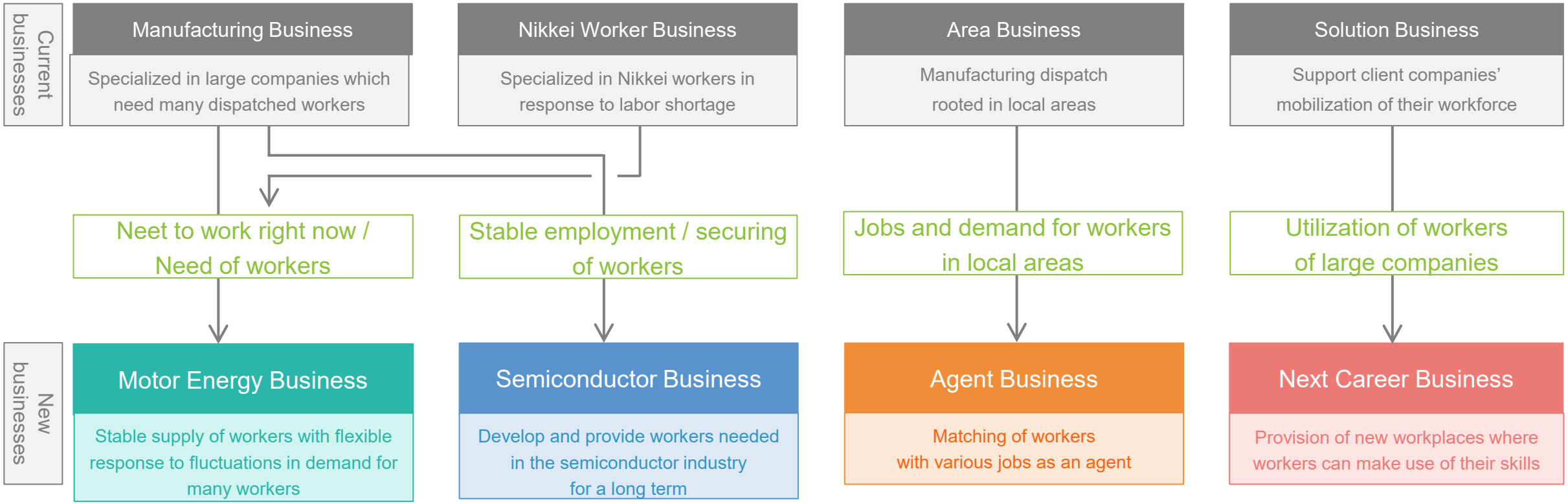
Outstanding shares
- End of 1Q: 39,881,683 shares +21,300 shares from the end of FY3/2025

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Results by segment

Business Strategy Review and Segment Changes

- The transfer of some client companies between the businesses, in line with the segment change, are reflected in results for FY3/2026.
- Some client companies have been transferred between segments since the beginning of FY3/2026.
- In this material*, the results for FY3/2025 have reflected the restated figures which incorporated the impact of the transfer of some client companies and are different from the figures stated in the Kessan Tanshin.



* This material is not subject to accounting audit.

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1Q FY3/2026: Actions Taken by Each Segment

Motor & Energy Business

- Expanded the introduction of employment support staff

Aimed to improve retention of new hires.

- Started a fixed-term employee referral service for the automobile industry.

Provided client companies which wanted to secure workers flexibly and promptly according to their production plan with a direct employment option.

Semiconductor Business

- Strengthened sales to negotiate unit wages

Increased base unit wage, and expanded allowance for work shift and support for company housing.

- Facilitated the transfer of employees to higher unit-wage projects

Enabling the transfer to higher unit-wage projects such as for new factory projects and projects for work of engineers.

- Enhanced engineer development

Focused on reviewing hiring requirements and development for the increased number of engineers in high demand.

Agent Business

- Entered into the area-specific fee-charging employment agency business

In addition to direct customer referrals, we significantly increased the number of referrals through partner agreements with peers, and improved the application matching rate.

- Reviewed the focus areas and strengthened sales

Strengthened sales activities by reorganizing the areas from job seekers' viewpoint while placing the manufacturing dispatch market as a hub.

Next Career Business

- Reorganized each group company to improve profitability

Plan to merge Fujitsu UT and UT FSAS CRIE on October 1, 2025 and UT MESC and UT Hites on April 1, 2026.

- Received new orders

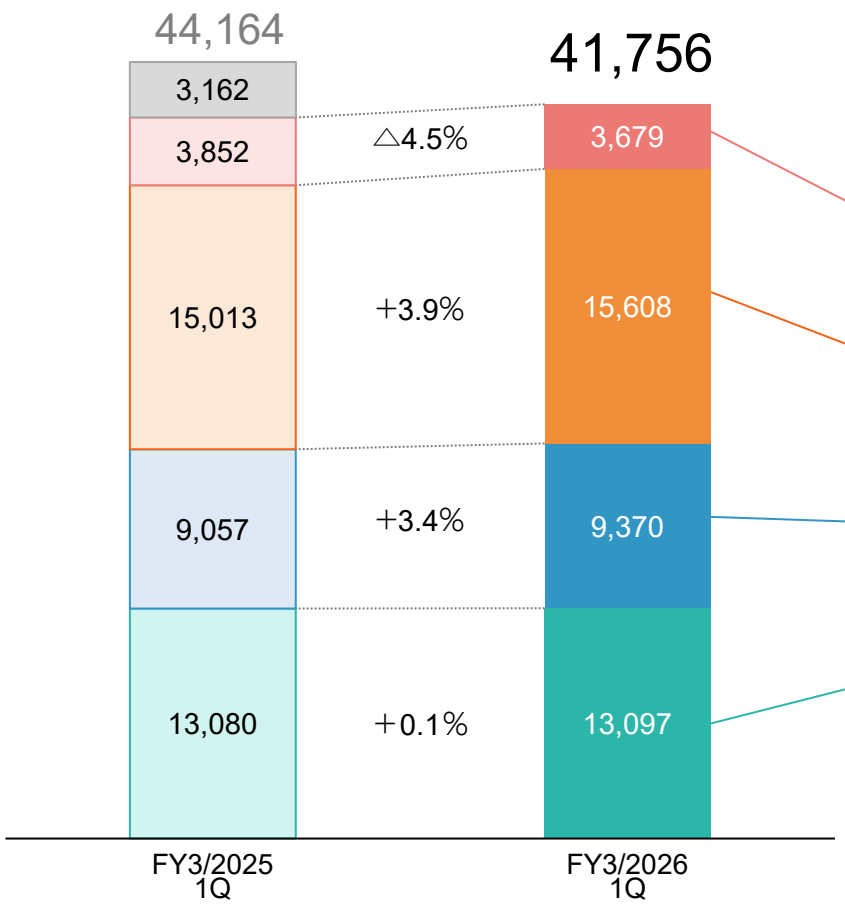
Strengthened sales activities and won orders for new projects.

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Results by Segment: Net Sales and Sales Composition

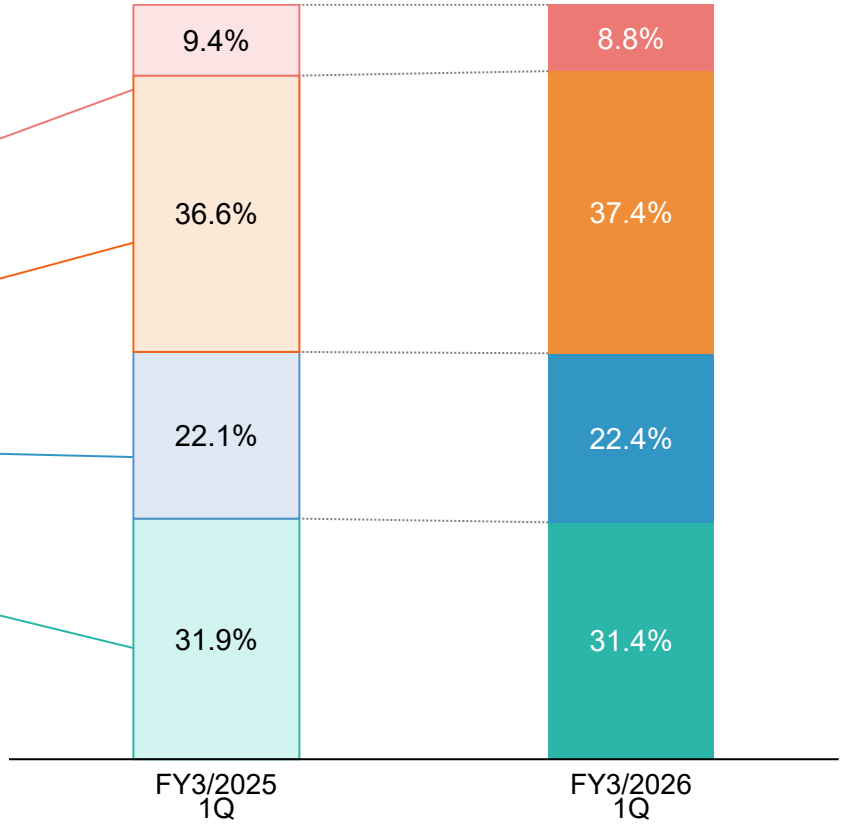
Net sales

(Million yen)





Sales composition

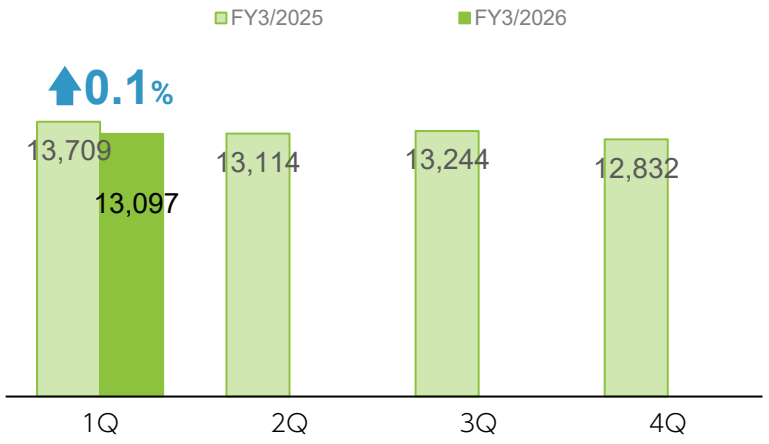


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Segment Results

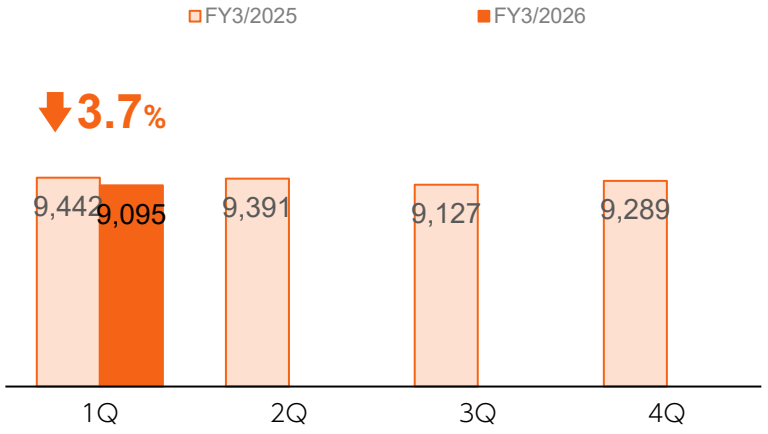
Net Sales

(Million yen)



Technical employees

(Person)



Sales and technical employees

・Sales increased y-o-y due to increases in operating hours and in unit wages despite a decrease in the number of tech employees.

Operating income

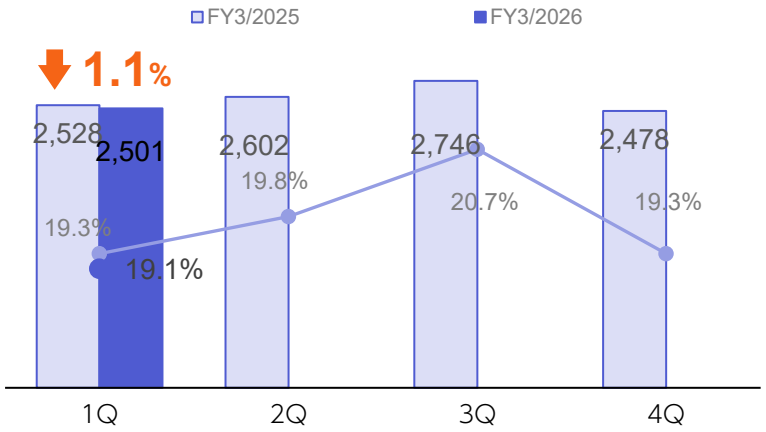
・A y-o-y decrease due to an increase in hiring costs caused by an increase in cost per application.

Monthly sales per person

・Increased due to an increase in operating hours driven by more overtime and holiday work hours and an increase in unit wages.

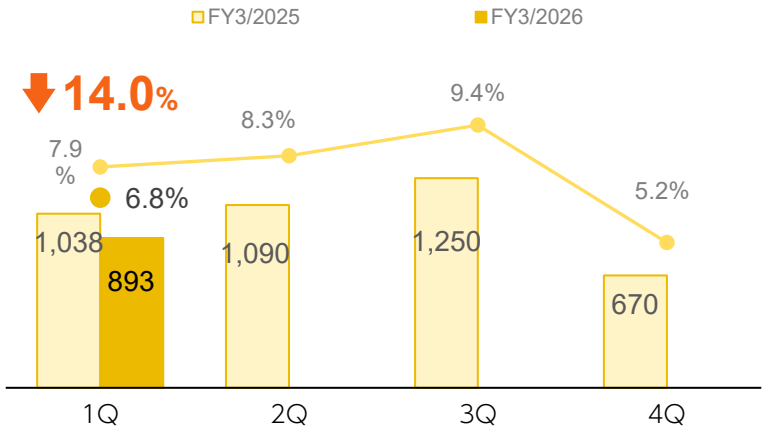
Gross income and Gross margin

(Million yen)



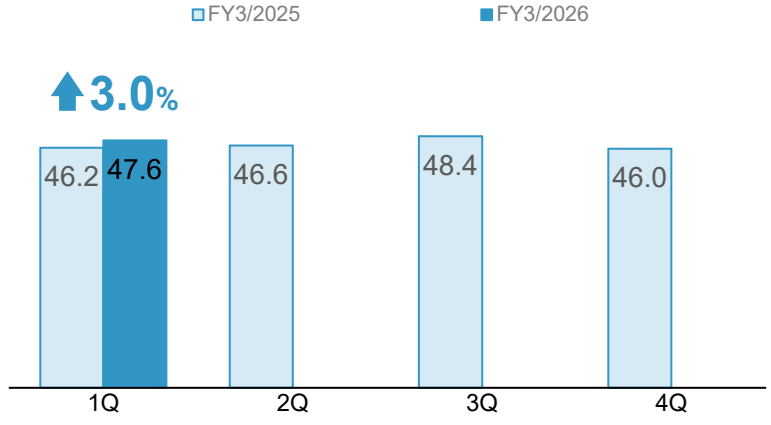
Operating income and Operating income margin

(Million yen)



Monthly sales per capita

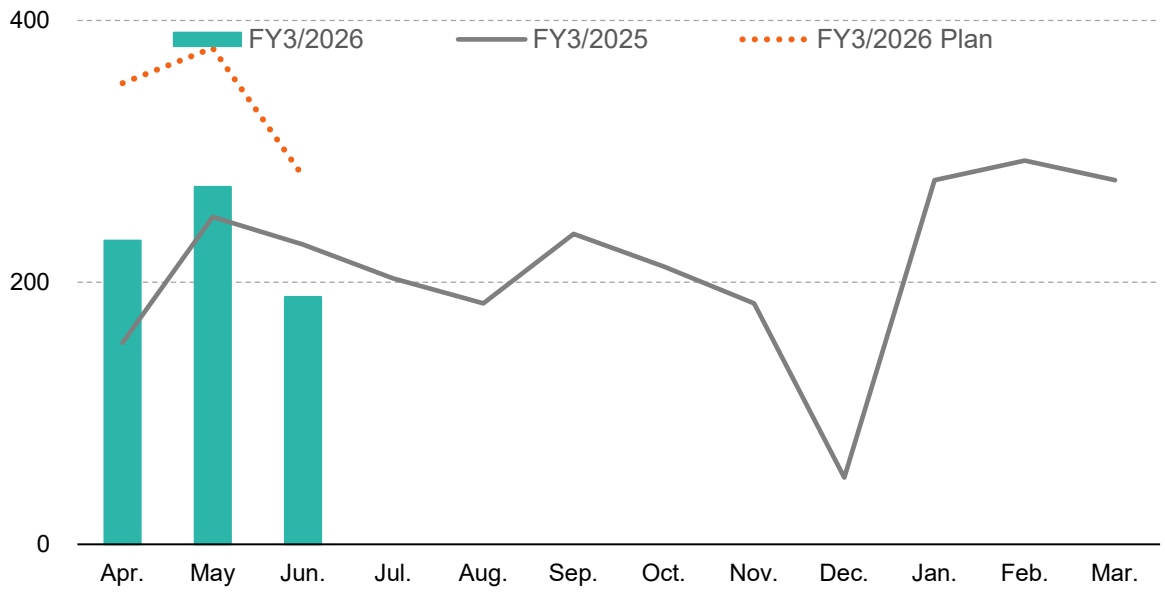
(Ten thousand yen)



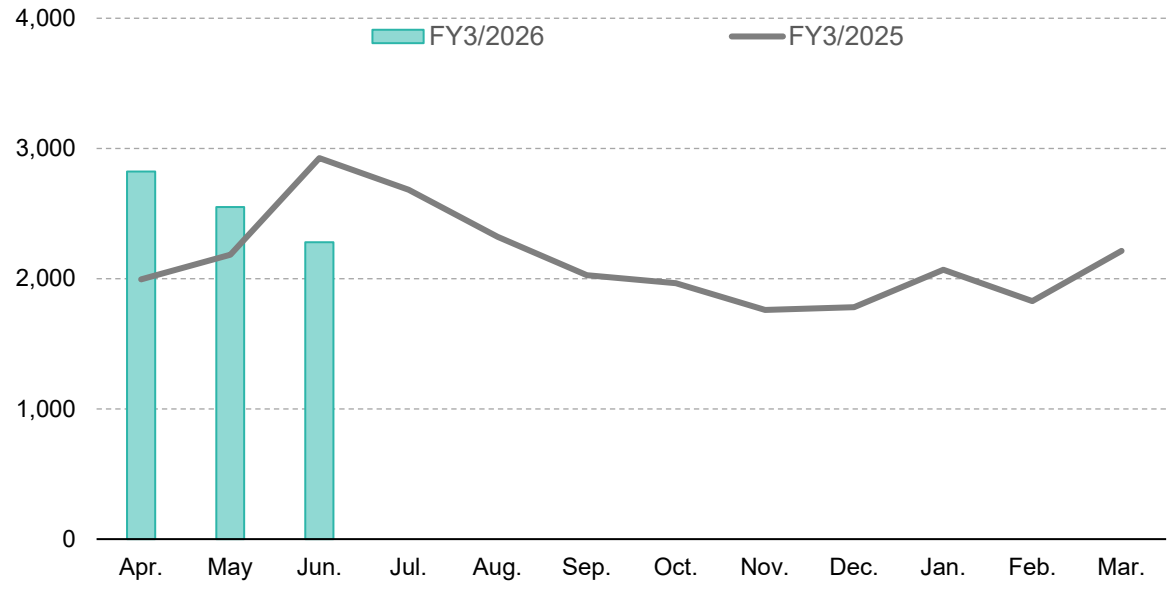
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Trends in Job offers and Applicants

Job offers [person]



Applicants [person]



The number of job offerings increased along with an increase in operating rates

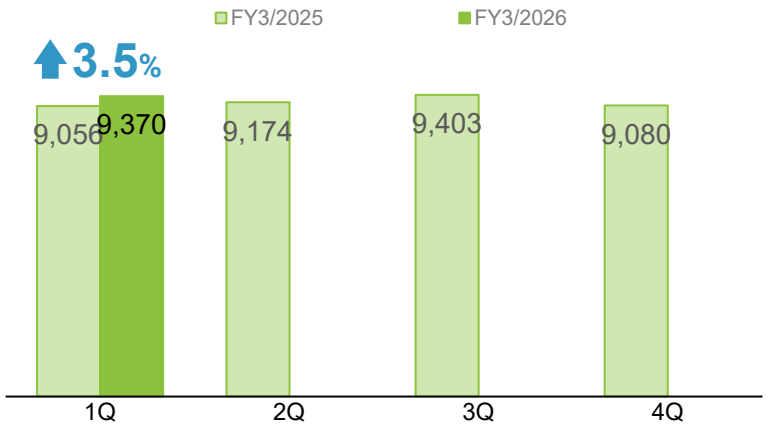
Secured roughly the similar number of applicants as that of FY3/2025

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Segment Results

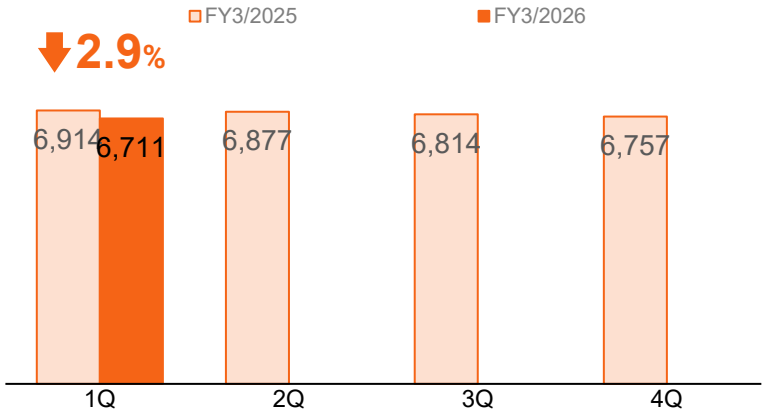
Net Sales

(Million yen)



Technical employees

(Person)



Sales and technical employees

・Sales increased thanks to operating improvements, driven by the transfer of some employees from the contracted sites, and an increase in operating hours.

Operating income and operating margin

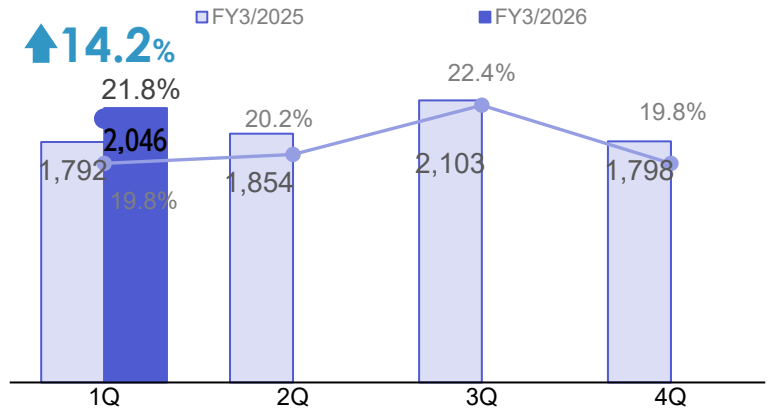
・Operating income increased y-o-y due to the improved gross margin, despite a slight increase in hiring costs.

Monthly sales per person

・Increased thanks to higher unit wages and the transfer of employees to higher unit wage projects.

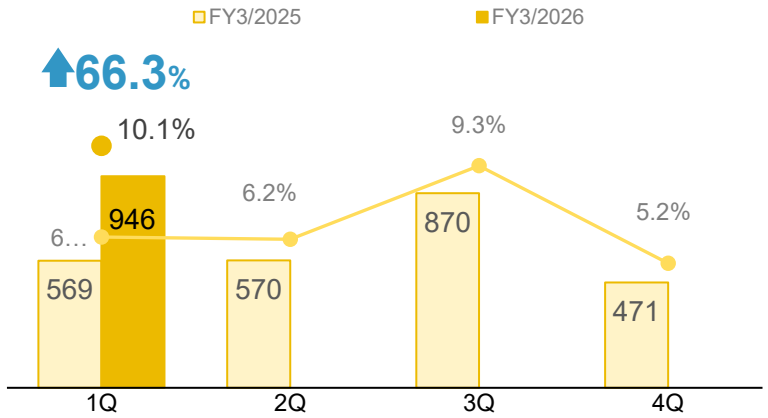
Gross income and Gross margin

(Million yen)



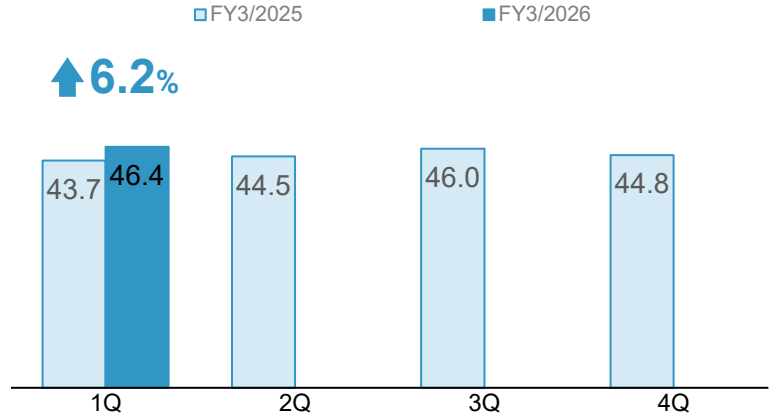
Operating income and Operating income margin

(Million yen)



Monthly sales per capita

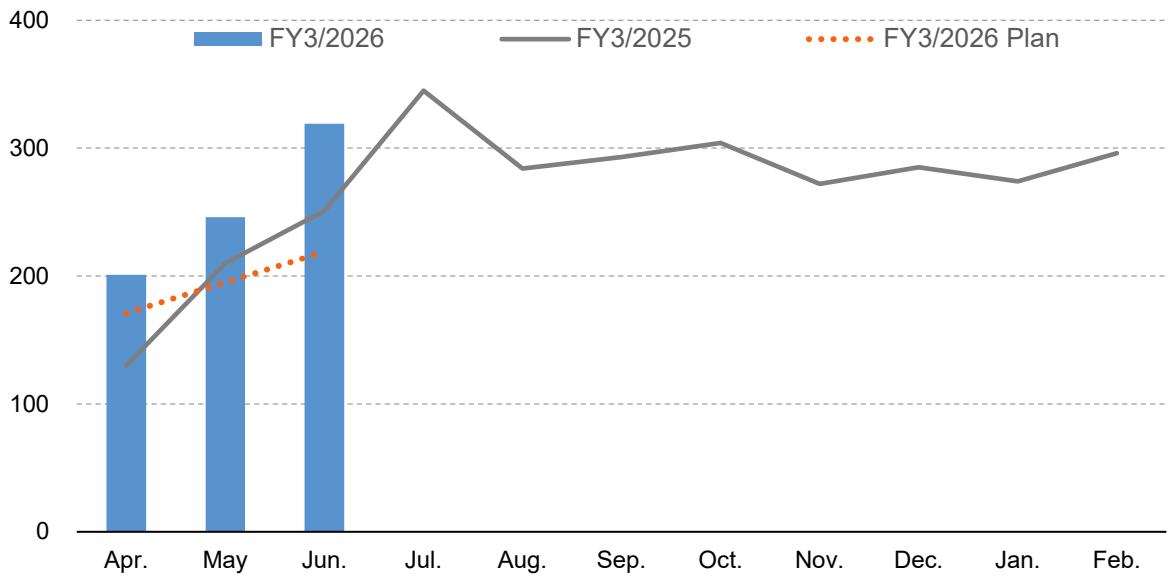
(Ten thousand yen)



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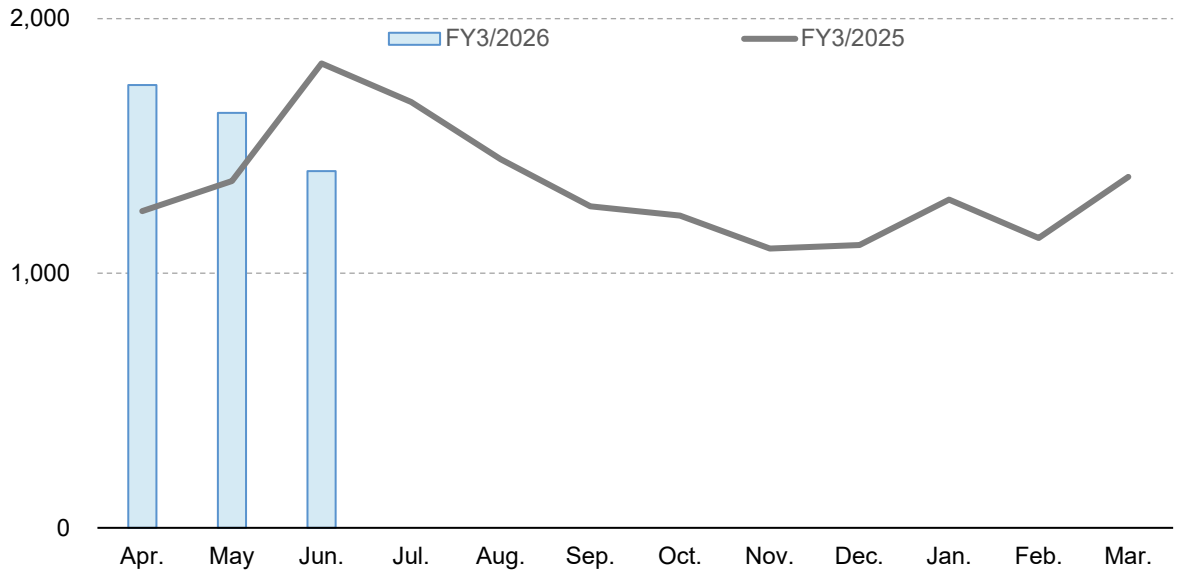
Trends in Job offers and Applicants

Job offers [person]



The demand for workers, mainly engineers, has been strong

Applicants [person]



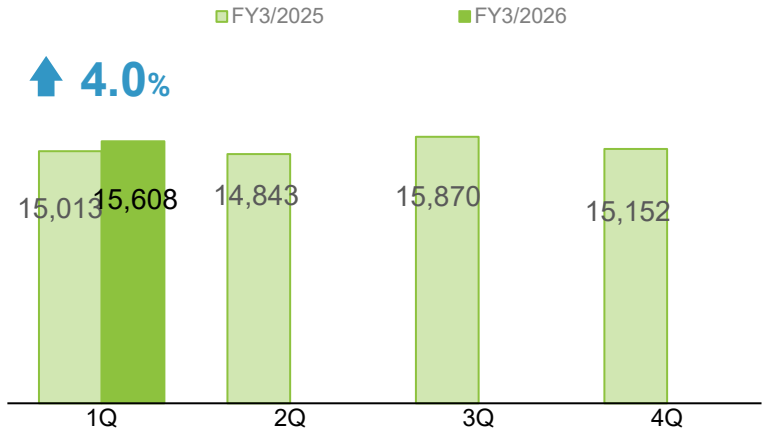
Secured roughly the similar number of applicants as that of FY3/2025

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Segment Results

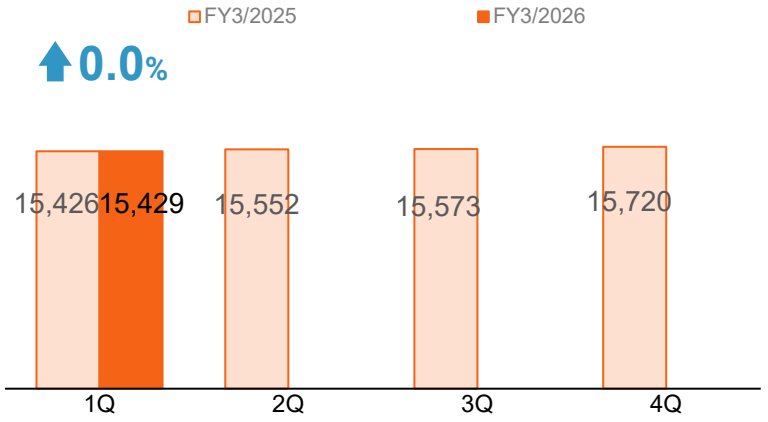
Net Sales

(Million yen)



Technical employees

(Person)



Sales and technical employees

・Sales increased due to an improvement in operating rates, driven by the suspension of the hiring method that shortened the lead time.

Operating income and operating margin

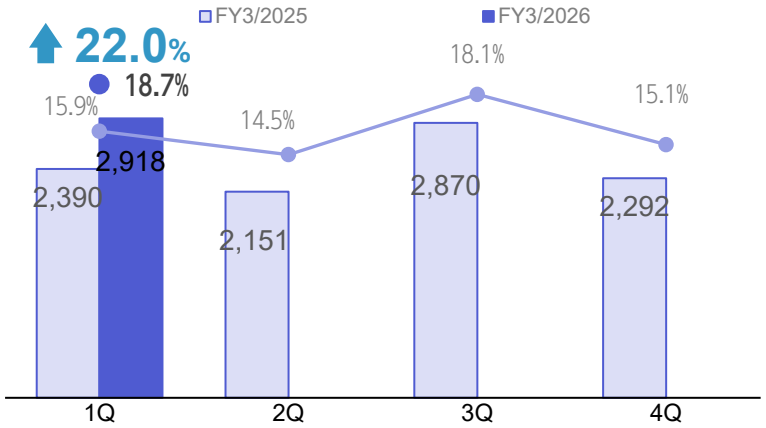
・Operating income increased y-o-y due to the improvement in gross margin (driven by the better management of corporate housing and the suspension of the hiring method to shorten the lead time) and the improved efficiency in SG&A spending (driven by the integration of operating companies).

Monthly sales per person

・Sales increased due to the improved operating rates caused by the suspension of the hiring method that had shortened the lead time.

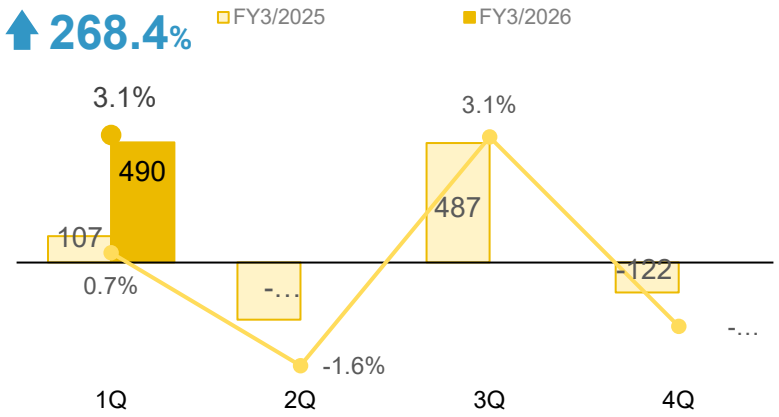
Gross income and Gross margin

(Million yen)



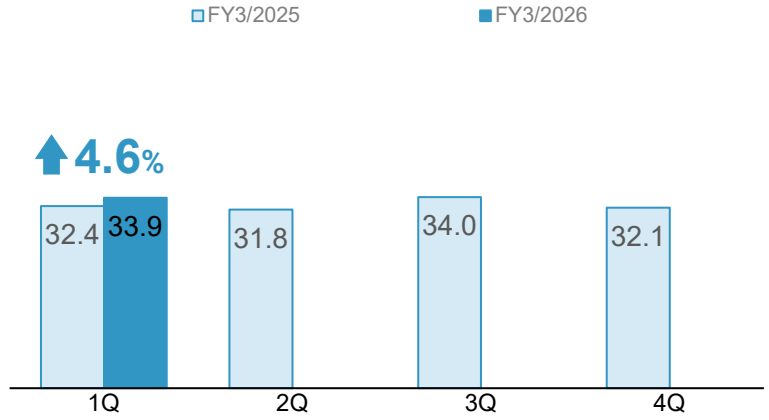
Operating income and Operating income margin

(Million yen)



Monthly sales per capita

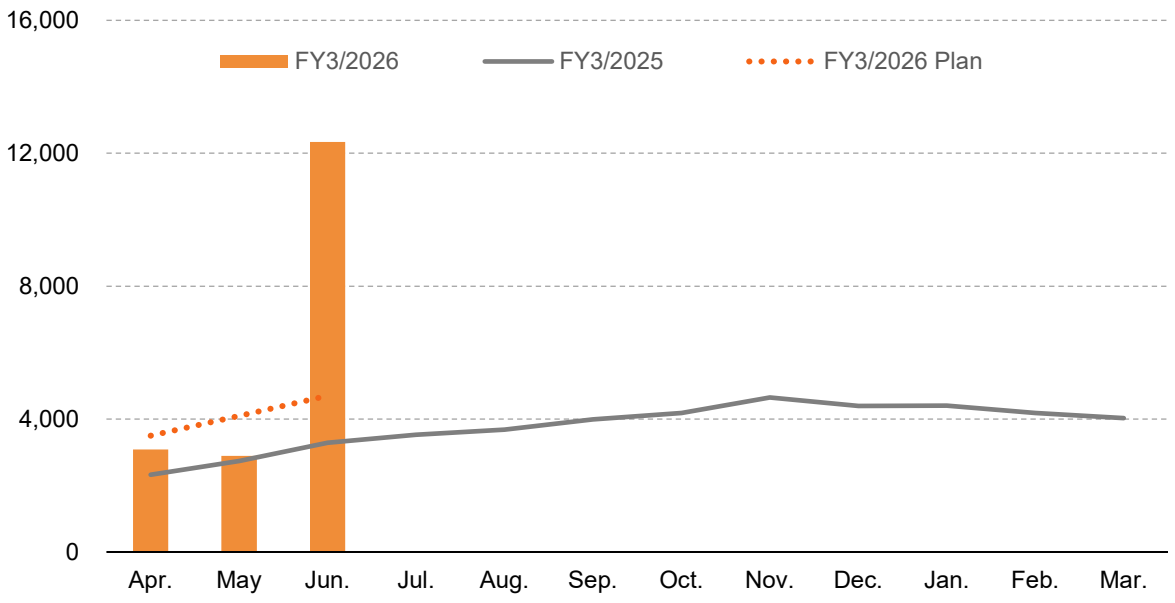
(Ten thousand yen)



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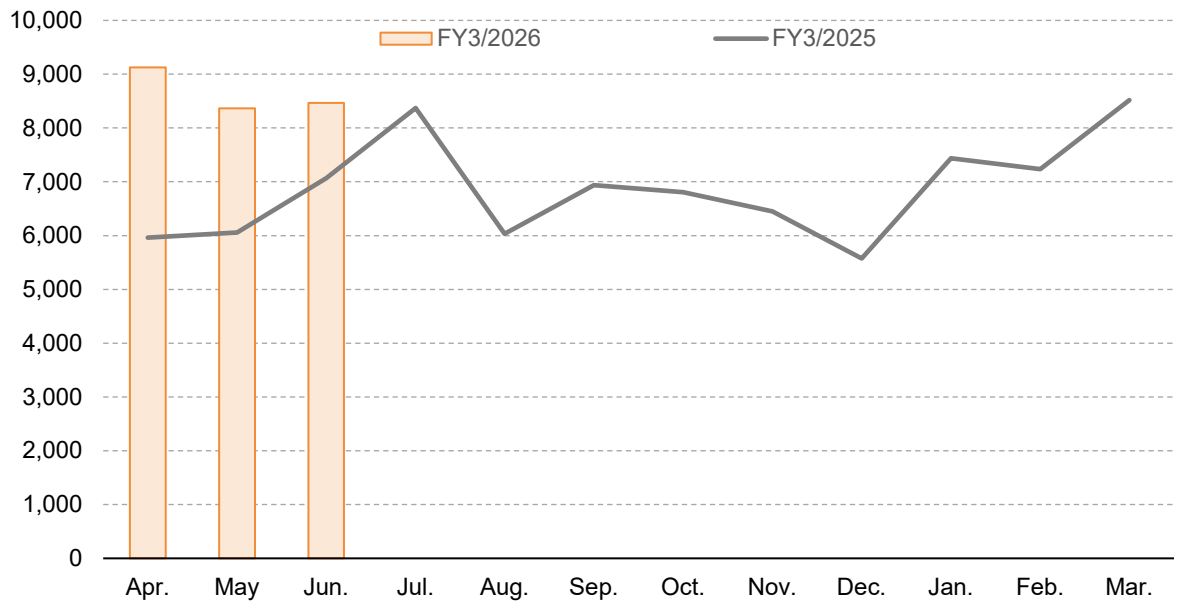
Trends in Job offers and Applicants

Job offers [person]



The number of job offerings increased significantly due to alliances with peers

Applicants [person]



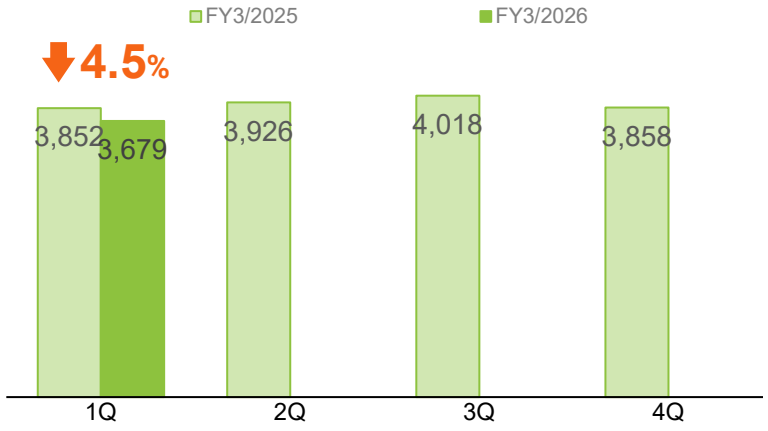
The number of applications also increased y-o-y due to an increase in the number of job offerings

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Segment Results

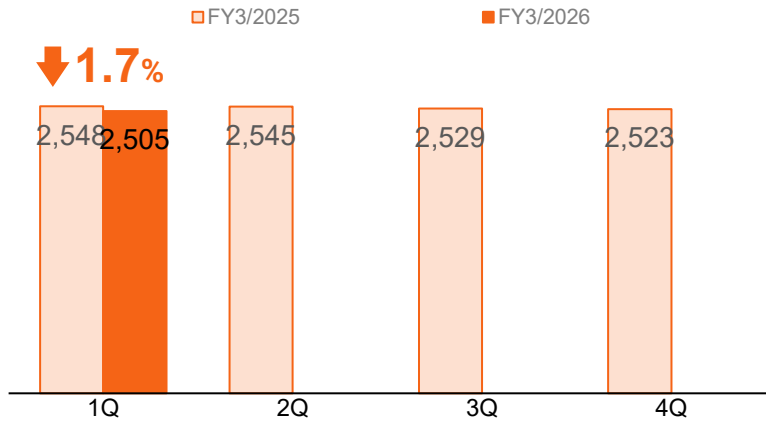
Net Sales

(Million yen)



Technical employees

(Person)



Sales and technical employees

・Sales decreased y-o-y due to a decrease in tech employees, driven by some client companies' reduction in workers.

Operating income and operating margin

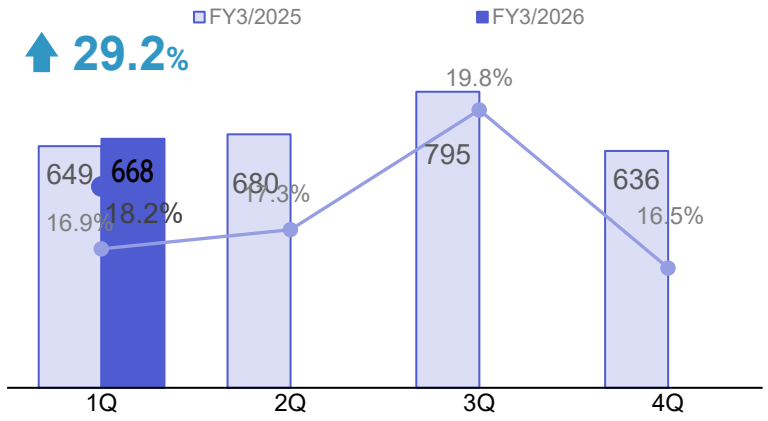
・Operating income increased y-o-y thanks to streamlined SG&A spending.

Monthly sales per person

・Sales decreased due to a decrease in some high-unit-wage projects of engineers.

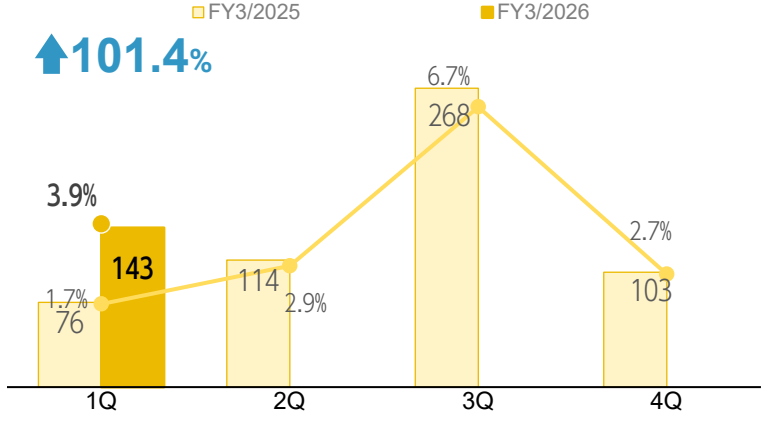
Gross income and Gross margin

(Million yen)



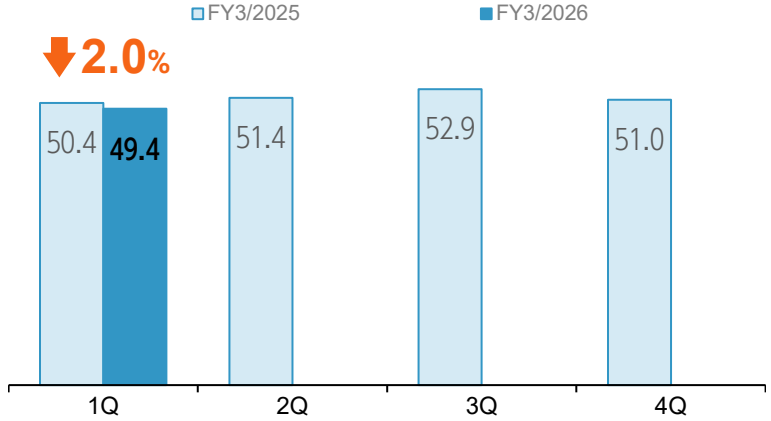
Operating income and Operating income margin

(Million yen)



Monthly sales per capita

(Ten thousand yen)



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Consolidated Earnings and Dividend Forecasts for FY3/2026

FY3/2026 Earnings Forecasts

- Domestic demand for workers is expected to remain strong.
- Our full-year earnings forecasts remain unchanged as we believe that we can increase the number of employees by continuing to make job seekers as members and to improve our service quality despite the lower-than-expected number of employees in 1Q.

	FY3/2025				FY3/2026					
	Consolidated		Excluding special factors (Vietnam Business, Extraordinary gains)		Full-year consolidated		Change from the FY3/2025 results excluding special factors (Vietnam Business, Extraordinary gains		1Q	
[Billion yen]	Results	% of net sales	Results	% of net sales	Forecasts	% of net sales	Increase /decrease	Change %	Results	progress rate
Net Sales	1,947	100.0%	1,656	100.0%	1,962	100.0%	306	18.5%	417	21.3%
Gross income	319	16.4%	303	18.3%	379	19.3%	76	25.1%	79	21.0%
SG&A expenses	238	12.3%	231	13.9%	261	13.3%	30	13.5%	55	21.1%
Operating income	80	5.6%	72	4.4%	117	6.0%	45	62.5%	24	21.0%
Ordinary income	82	4.1%	74	4.5%	118	6.0%	44	59.5%	24	20.3%
Net income attributable to UT Group	89	4.6%	44	2.7%	77	3.9%	33	75.0%	15	19.5%
EPS (Yen) *In case of full exercise of outstanding stock acquisition rights	225.32	—	112.55	—	162.72	—	50.17	44.6%	40.19	—
EPS (Yen) *Based on the number of outstanding shares at the beginning of FY3/2025					195.12	—	82.57	73.4%		—

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FY3/2026 Dividend Forecast

- The shareholder return policy from FY3/2026 is to deliver shareholder return through quarterly dividend payments based on the 100% payout ratio.

[Yen]	End of 1Q	End of 2Q	End of 3Q	End of 4Q	Total
FY3/2026 results	40.19	—	—	—	—
Previous forecast	To Be Determined	To Be Determined	To Be Determined	To Be Determined	162.72
FY3/2025 results	00.00	00.00	60.98	74.00	134.98

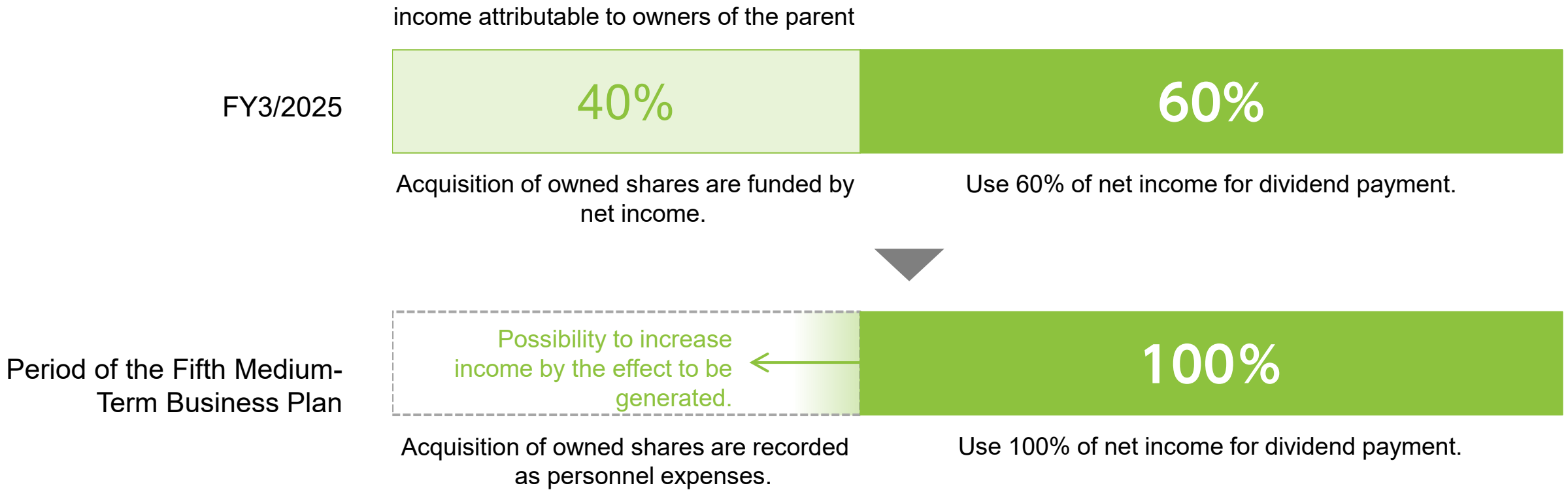
※ Per-share quarterly dividend forecasts are based on the assumption of full exercise of outstanding stock acquisition rights.

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Appendix

Revision of shareholder return policy due to the accounting treatment（repost）

- In the results announcement in November 2024, we announced that granting of shares as part of human capital investment was to be funded by 40% of net income. However, as the fund will be treated as personnel expenses for accounting purposes, The shareholder return policy has been revised to the payout ratio of 100%.
- The effect is not expected to appear in numerical targets but we plan to implement measures for showing practical impacts, specifically in an increase in sales and a decline in hiring expenses, and the resulting increase in net income.



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[Reference Figures] Sales by Segment (retrospectively restated for the past three fiscal years)

Motor & Energy Business

[million yen]

		1Q	2Q	3Q	4Q	Full year
FY3/2023	Net sales	11,209	11,380	11,473	11,156	45,218
	Operating income	1,189	1,491	1,349	1,148	5,177
	Operating income margin	10.6%	13.1%	11.8%	10.3%	11.4%
	Technical employees	8,106	7,956	7,771	7,846	7,846
FY3/2024	Net sales	10,794	10,703	11,398	11,202	44,097
	Operating income	1,216	1,044	1,069	536	3,864
	Operating income margin	11.3%	9.8%	9.4%	4.8%	8.8%
	Technical employees	7,506	7,472	7,865	8,417	8,417
FY3/2025	Net sales	13,080	13,115	13,244	12,832	52,271
	Operating income	1,039	1,090	1,251	671	4,050
	Operating income margin	7.9%	8.3%	9.4%	5.2%	7.7%
	Technical employees	9,442	9,391	9,127	9,289	9,289
FY3/2026	Net sales	13,097	-	-	-	-
	Operating income	893	-	-	-	-
	Operating income margin	6.8%	-	-	-	-
	Technical employees	9,095	-	-	-	-

Semiconductor Business

[million yen]

		1Q	2Q	3Q	4Q	Full year
FY3/2023	Net sales	9,832	10,037	10,106	9,642	39,617
	Operating income	1,167	1,116	1,517	1,073	4,872
	Operating income margin	11.9%	11.1%	15.0%	11.1%	12.3%
	Technical employees	7,168	7,308	7,317	7,039	7,039
FY3/2024	Net sales	9,308	9,123	8,808	8,442	35,681
	Operating income	923	886	769	469	3,046
	Operating income margin	9.9%	9.7%	8.7%	5.5%	8.5%
	Technical employees	6,968	6,834	6,691	6,648	6,648
FY3/2025	Net sales	9,057	9,175	9,404	9,081	36,716
	Operating income	569	570	871	471	2,482
	Operating income margin	6.3%	6.2%	9.3%	5.2%	6.8%
	Technical employees	6,914	6,877	6,814	6,757	6,757
FY3/2026	Net sales	9,370	-	-	-	-
	Operating income	946	-	-	-	-
	Operating income margin	10.1%	-	-	-	-
	Technical employees	6,711	-	-	-	-

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* This material is not subject to accounting audit.

[Reference Figures] Sales by Segment (retrospectively restated for the past three fiscal years)

Agent Business

[million yen]

		1Q	2Q	3Q	4Q	Full year
FY3/2023	Net sales	13,387	13,737	14,307	13,674	55,105
	Operating income	631	525	946	496	2,598
	Operating income margin	2.1%	3.6%	4.7%	2.5%	3.2%
	Technical employees	13,398	13,603	13,733	13,586	13,586
FY3/2024	Net sales	13,858	13,564	14,495	13,735	55,652
	Operating income	677	323	733	-259	1,474
	Operating income margin	4.9%	2.4%	5.1%	-1.9%	2.6%
	Technical employees	13,628	13,785	14,015	14,489	14,489
FY3/2025	Net sales	15,013	14,843	15,870	15,153	60,880
	Operating income	108	-233	487	-123	239
	Operating income margin	0.7%	-1.6%	3.1%	-0.8%	0.4%
	Technical employees	15,426	15,552	15,573	15,720	15,720
FY3/2026	Net sales	15,608	-	-	-	-
	Operating income	490	-	-	-	-
	Operating income margin	3.1%	-	-	-	-
	Technical employees	15,429	-	-	-	-

Next Career Business

[million yen]

		1Q	2Q	3Q	4Q	Full year
FY3/2023	Net sales	2,910	2,997	3,070	3,007	11,984
	Operating income	61	109	145	74	389
	Operating income margin	2.1%	3.6%	4.7%	2.5%	3.2%
	Technical employees	1,907	1,969	1,987	1,996	1,996
FY3/2024	Net sales	2,825	2,827	2,948	2,786	11,386
	Operating income	3	-13	72	-23	39
	Operating income margin	0.1%	-0.5%	2.4%	-0.8%	0.3%
	Technical employees	1,988	2,024	2,017	2,039	2,039
FY3/2025	Net sales	3,852	3,926	4,019	3,858	15,656
	Operating income	72	115	268	104	558
	Operating income margin	1.9%	2.9%	6.7%	2.7%	3.6%
	Technical employees	2,548	2,545	2,529	2,523	2,523
FY3/2026	Net sales	3,679	-	-	-	-
	Operating income	143	-	-	-	-
	Operating income margin	3.9%	-	-	-	-
	Technical employees	2,505	-	-	-	-

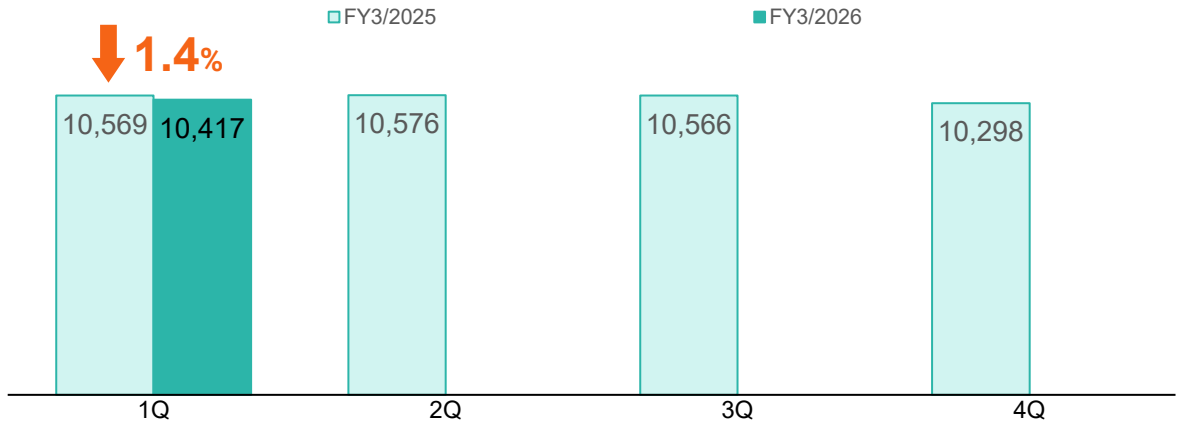
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* This material is not subject to accounting audit.

1Q FY3/2026 Sales by Business

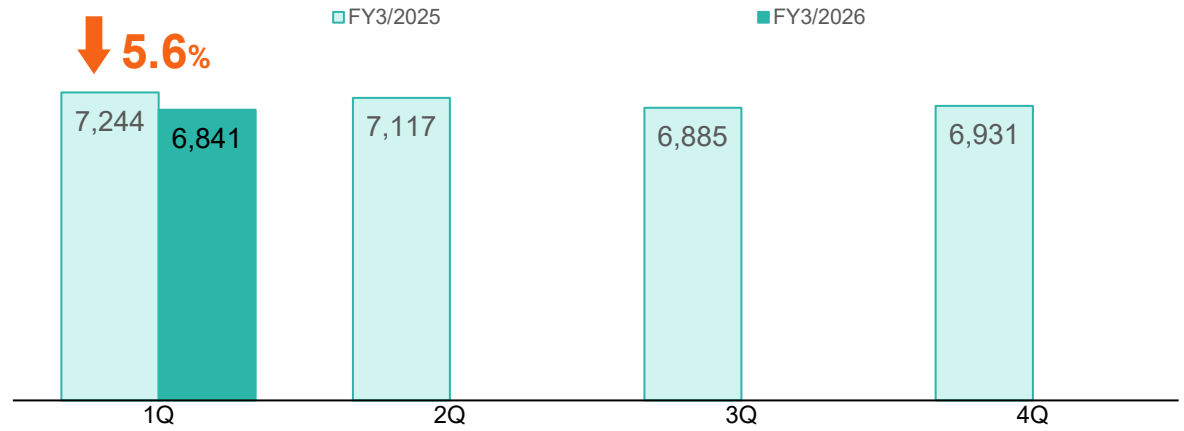
UT Aim Motor & Energy Business Net sales

[million yen]



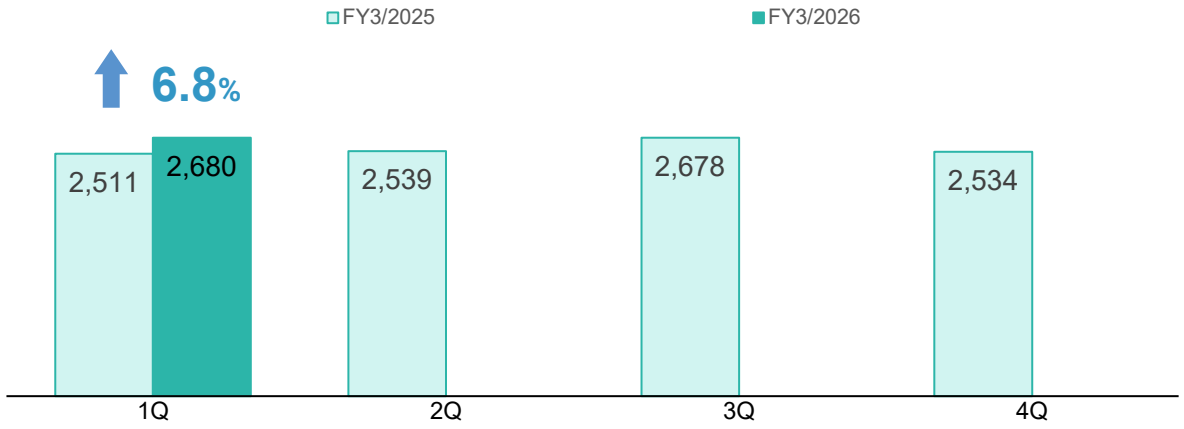
UT Aim Motor & Energy Business Technical employees

[Person]



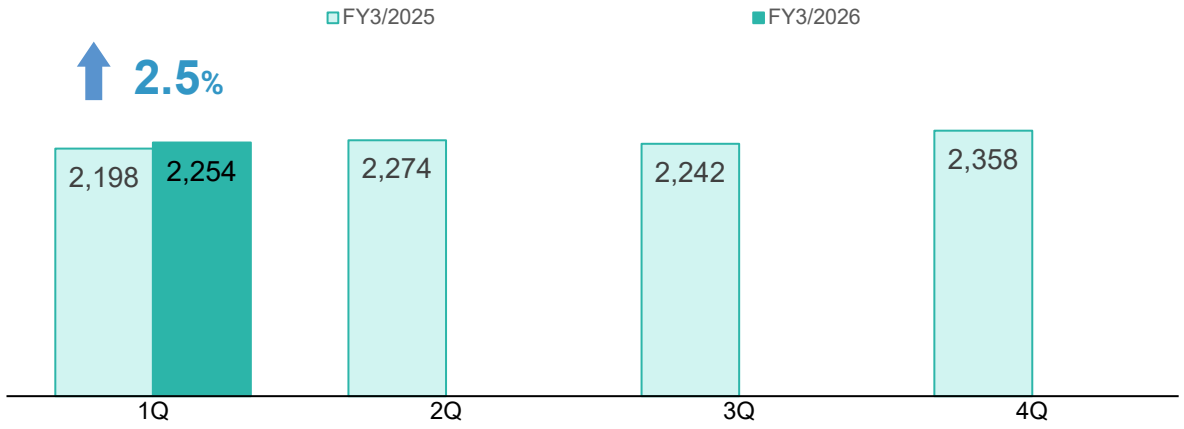
Nikkei Worker Net sales

[million yen]



Nikkei Worker Technical employees

[Person]

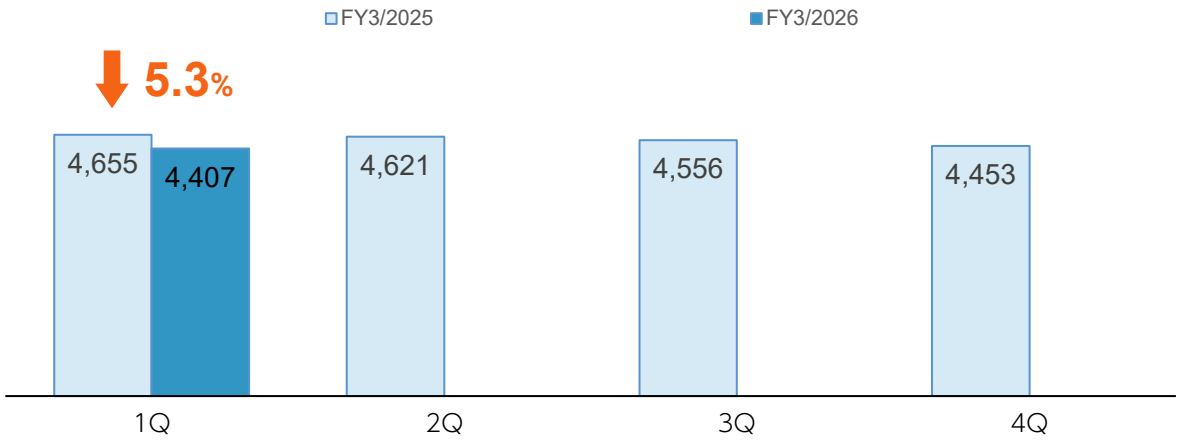


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Semiconductor Business1Q FY3/2026 No of Technical employees by Job Type

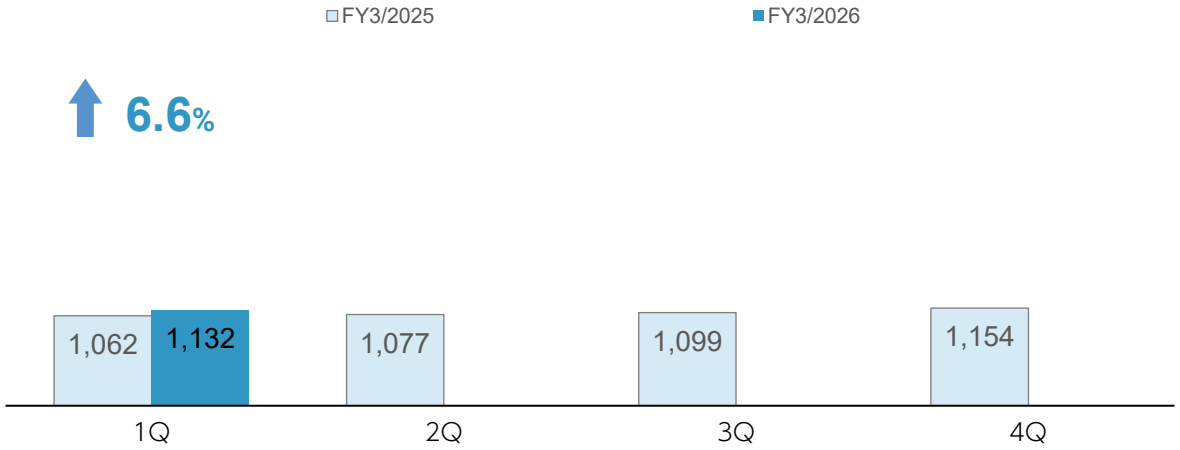
Operators

[Person]



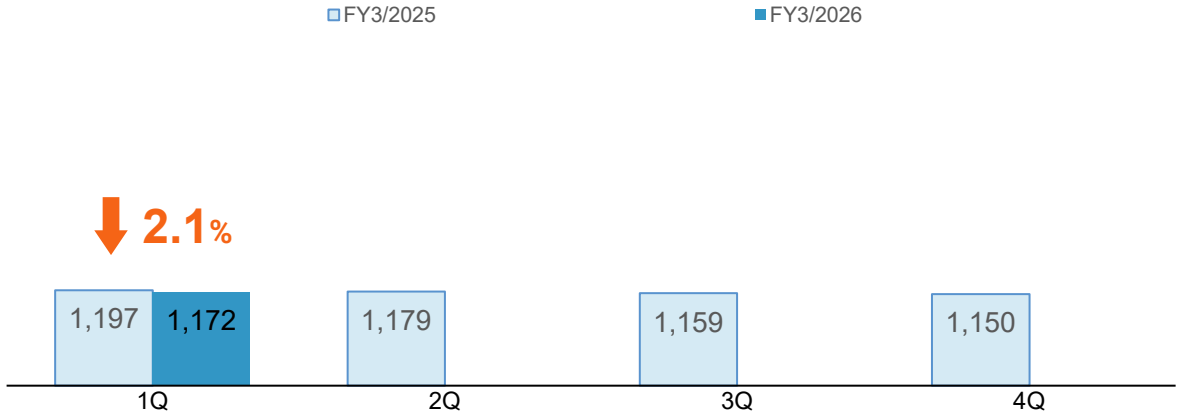
Engineers

[Person]



Others

[Person]



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Appendix

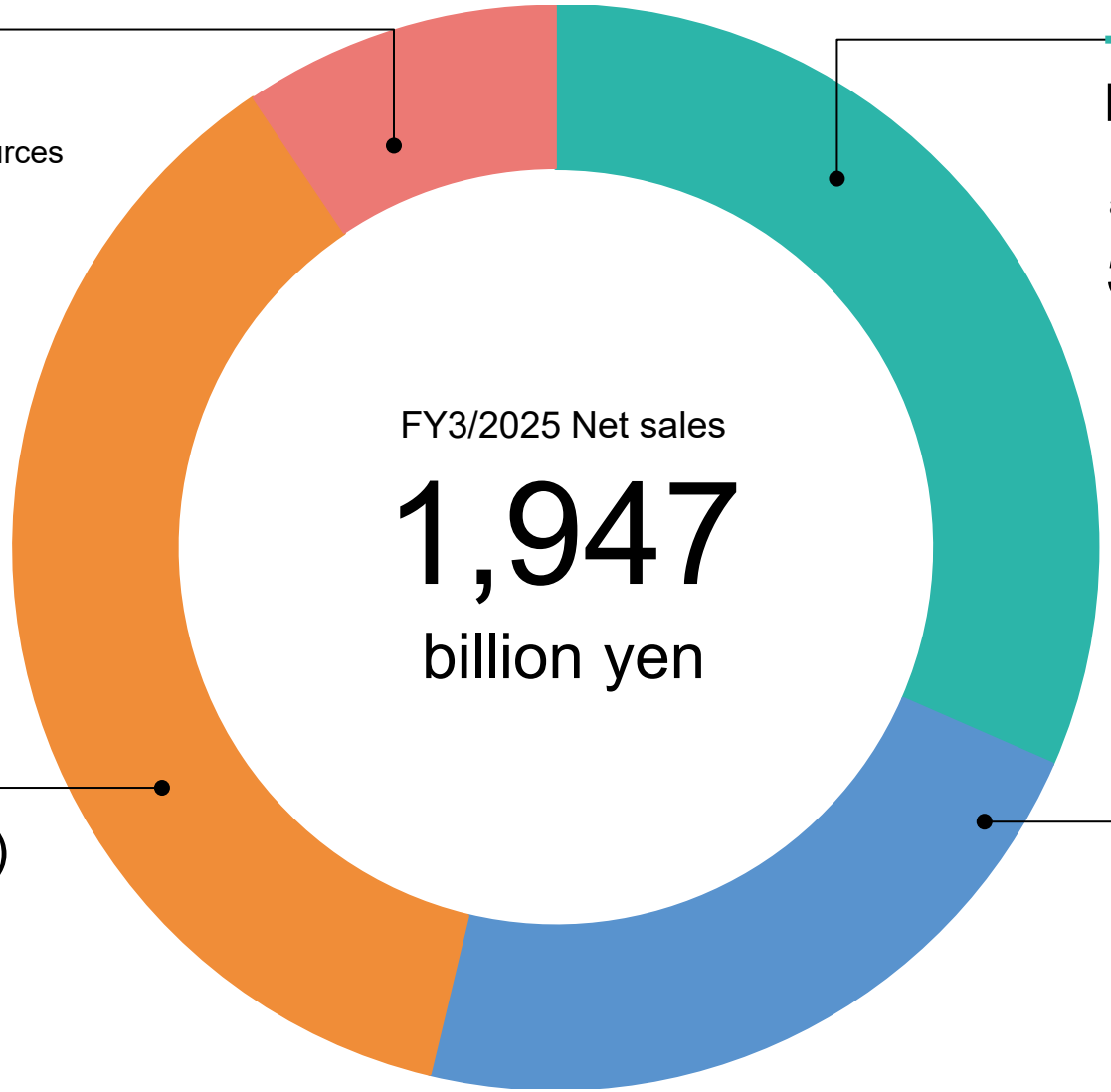
(Reference) Analysis of SG&A expenses

[Million yen]	FY3/2022					FY3/2023					FY3/2024					FY3/2025					FY3/2026				
	1Q	2Q	3Q	4Q	Full year	1Q	2Q	3Q	4Q	Full year	1Q	2Q	3Q	4Q	Full year	1Q	2Q	3Q	4Q	Full year	1Q	2Q	3Q	4Q	Full year
personnel expenses	2,246	2,362	2,547	2,391	9,546	2,403	2,414	2,393	2,510	9,720	2,424	2,309	2,371	2,458	9,564	2,819	2,614	2,637	2,738	10,809	2,532				
ratio to sales	6.4%	6.3%	6.1%	5.6%	6.1%	5.8%	5.7%	5.5%	5.9%	5.7%	5.9%	5.6%	5.5%	5.9%	5.7%	6.4%	5.8%	5.6%	4.7%	5.6%	6.1%				
Hiring expenses	1,215	1,608	1,575	1,719	6,117	877	1,041	817	812	3,549	886	1,030	1,451	1,689	5,058	985	1,417	1,360	1,788	5,550	1,308				
ratio to sales	3.5%	4.3%	3.8%	4.0%	3.9%	2.1%	2.4%	1.9%	1.9%	2.1%	2.1%	2.5%	3.4%	4.0%	3.0%	2.2%	3.1%	2.9%	3.1%	2.8%	3.1%				
depreciation and amortization of goodwill	309	303	305	307	1,225	267	308	320	327	1,223	452	352	355	418	1,578	503	514	512	569	2,098	449				
ratio to sales	0.9%	0.8%	0.7%	0.7%	0.8%	0.6%	0.7%	0.7%	0.8%	0.7%	1.1%	0.9%	0.8%	1.0%	0.9%	1.1%	1.1%	1.1%	1.0%	1.1%	1.1%				
Other	1,058	1,086	1,196	1,285	4,625	1,083	1,053	990	1,002	4,130	1,166	1,143	1,183	1,400	4,894	1,399	1,345	1,300	1,367	5,411	1,218				
ratio to sales	3.0%	2.9%	2.9%	3.0%	3.0%	2.6%	2.5%	2.3%	2.4%	2.4%	2.8%	2.8%	2.8%	3.3%	2.9%	3.2%	3.0%	2.7%	2.4%	2.8%	2.9%				
SG&A Expenses	4,828	5,359	5,623	5,703	21,513	4,631	4,817	4,521	4,653	18,624	4,929	4,835	5,363	5.967	21,095	5,707	5,890	5,810	6,461	23,869	5,508				
ratio to sales	13.7%	14.3%	13.6%	13.3%	13.7%	11.1%	11.3%	10.3%	10.9%	10.9%	12.0%	11.8%	12.5%	14.2%	12.6%	12.9%	13.0%	12.2%	11.2%	12.3%	13.2%				
No. of hiring	4,410	4,655	4,154	4,443	17,662	4,252	3,576	3,098	3004	13,930	3,314	3,488	4,020	4,759	15,581	4,465	4,897	4,320	4,561	18,243	4,181				

(note)Results for 3Q, 4Q and Full-year of FY3/2023 exclude the stock-based compensation expenses

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Segment Composition (Restated FY3/2025 Results in New Segments)



Next Career Business

Structural reform Support and human resources services

15.6 billion yen (8.0%)

Motor & Energy Business

Human resources services for the automotive industry

52.2 billion yen (26.8%)

Agent Business

Area-based HR services

60.9 billion yen (31.3%)

Semiconductor Business

Human resources services for the semiconductor industry

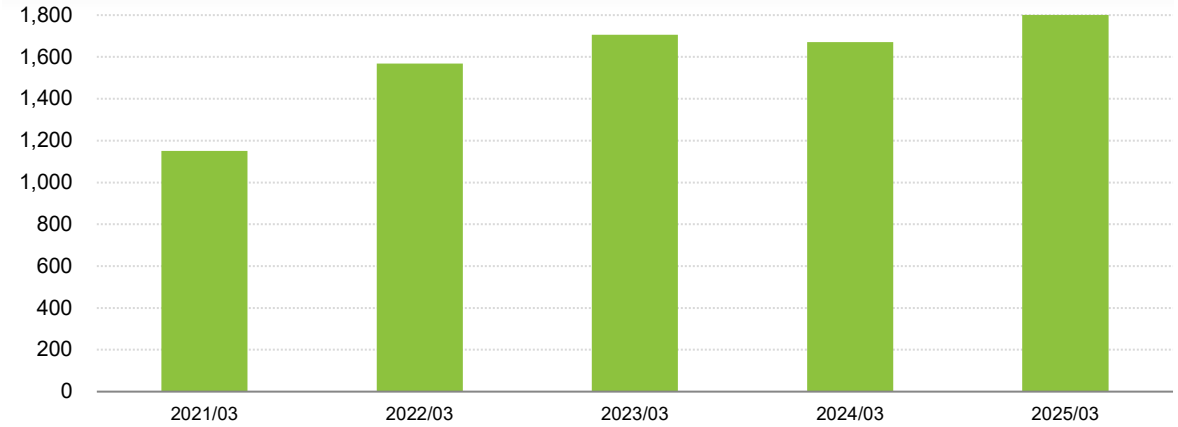
36.7 billion yen (18.8%)

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Trends of Business Results

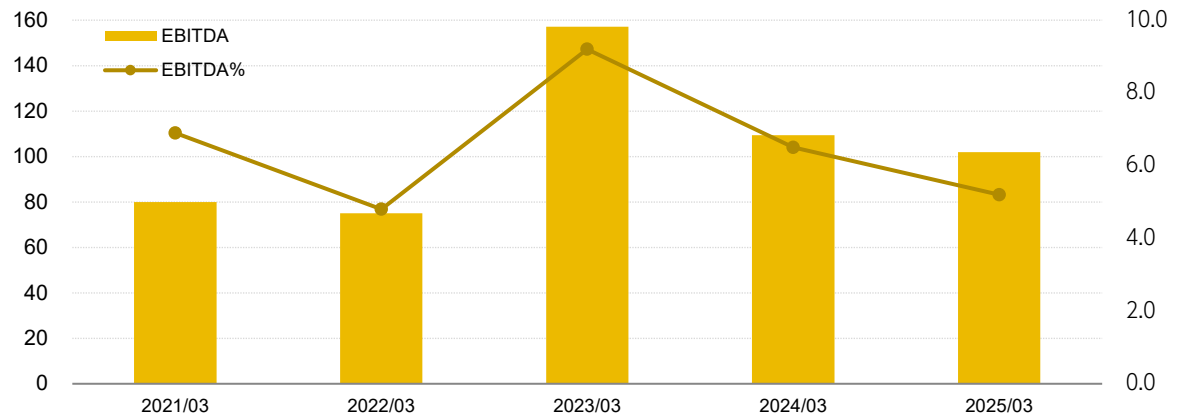
Net sales

(100 million yen)



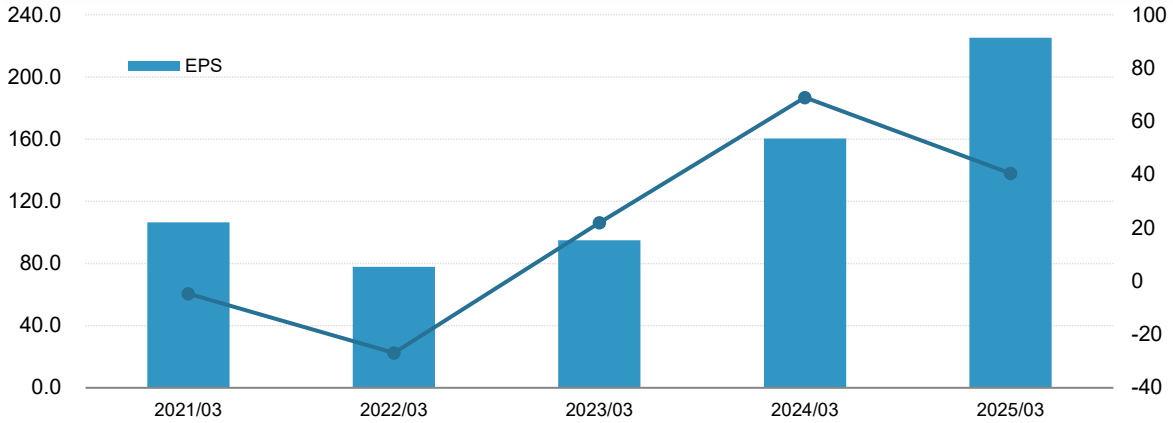
EBITDA(LH) and EBITDA% (RH)

(100 million yen, %)



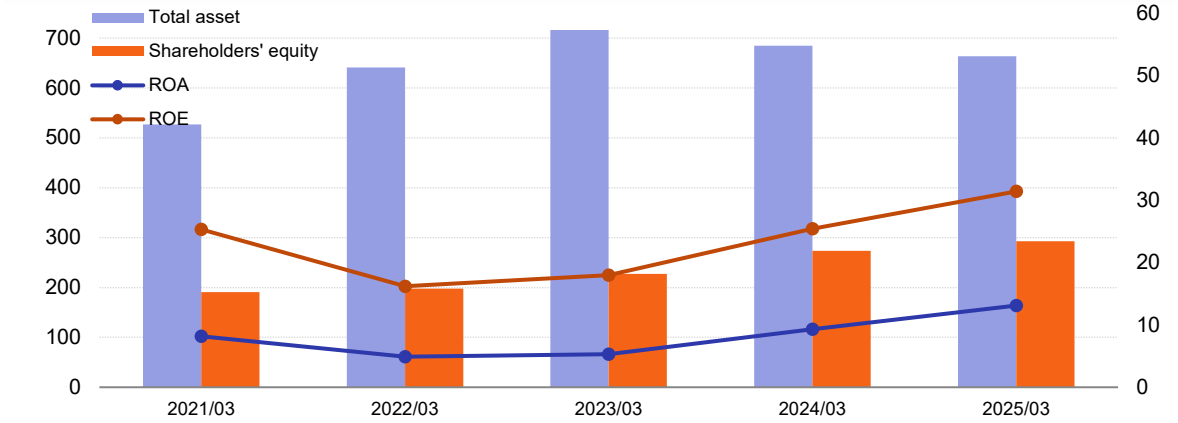
EPS and EPS growth rate

(Yen, %)



Total assets and Shareholders' equity (LH) ROA and ROE (RH)

(100 million yen, %)



ROA = [Net income attributable to owners of the parent] / [Total assets] (fiscal year average)
ROE = [Net income attributable to owners of the parent] / [Shareholders' equity] (fiscal year average)

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Appendix

Trends of Stock Price

Stock price (LH) and **trading volume** (RH)

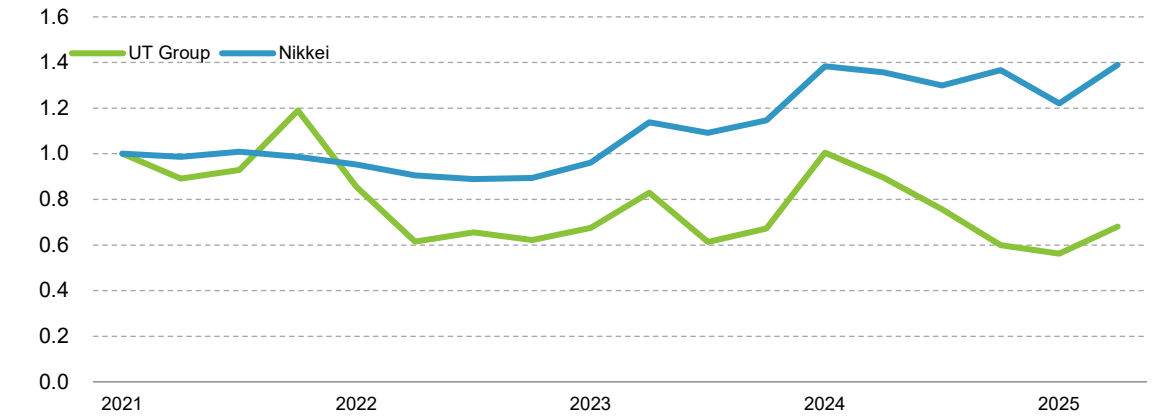
(Yen / 10,000 shares)



Changes in stock price

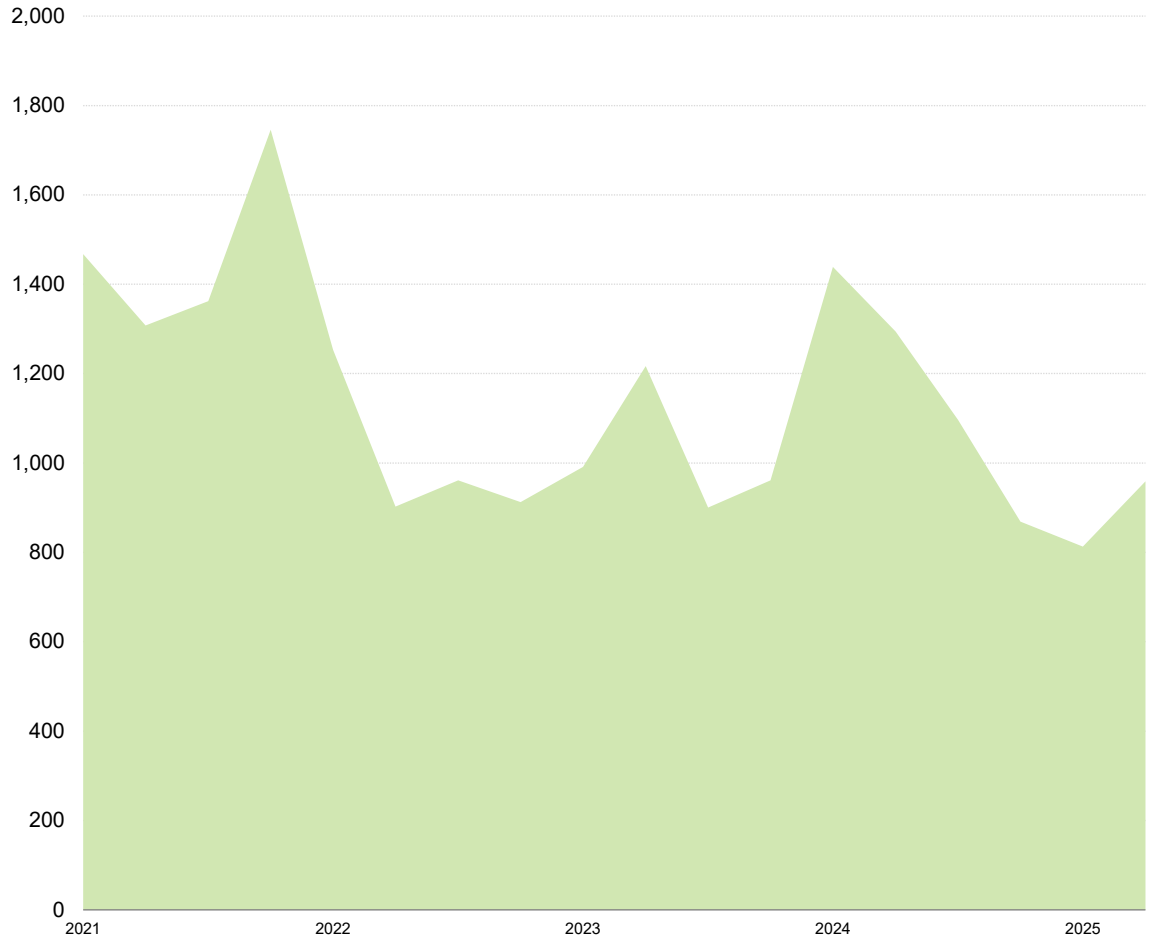
(compared with the level on March 31, 2021)

(%)



Market capitalization

(100 million yen)



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Appendix

Corporate Outline

Corporate Outline

As of June. 30, 2025

Corporate name:	UT Group Co., Ltd.
Established:	April 14, 1995
Founded:	April 2, 2007
Capital:	1.43 billion yen
Listing:	TSE Prime Market (Securities code: 2146)
Representative:	President and Representative Director Manabu Sotomura (As of April. 1, 2024)
Location:	1-11-15 Higashi-Gotanda, Shinagawa-ku, Tokyo
Number of issued and outstanding shares :	39,881,683shares
Number of shareholders:	16,568

Group Companies

As of June. 30, 2025

UT Aim
Manufacturing personnel services

UT Agent
General personnel dispatch and outsourcing

UT SURI-EMU
General personnel dispatch and outsourcing

FUJITSU UT
General personnel dispatch and outsourcing

UT Toshiba
General personnel dispatch and outsourcing

UT FSAS CRIE
Office work and IT personnel dispatch and outsourcing of operations system management and help desks

UT MESC
Elevator/escalator manufacturing outsourced work and dispatch of design engineers

UT HITES
General personnel dispatch and outsourcing

UT Life Support
Internal benefit program management

UT Heartful
Special subsidiary company

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Create vigorous workplaces empowering workers.

Upward Together

UT Group Co., Ltd.

Disclaimer

This document has been prepared solely for the purpose of providing information regarding the Company's business forecasts. The forward-looking comments and forecasts expressed in this document are the plans based on the Company's judgment based on information available at the time of its preparation and are subject to change without notice. Actual results may differ from the above forecasts, due to various factors.

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