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MEMBERSHIP

January 21, 2026

Company name: Nareru Group Inc.
Name of Representative: Ryo Kobayashi, Representative Director
(Securities Code: 9163; Tokyo Stock Exchange)
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December 2025 KPI Announcement

We would like to announce our group's key performance indicators (KPIs) for December 2025 as follows.

1. World Corporation (Construction Solution Business)

First Half (November 2025 - April 2026)

	November	**December**	January	February	March	April
Number of total engineers *2	3,673	**3,675**				
Number of active engineers *3	3,272	**3,328**				
Utilization ratio (excl. trainees) *4	90.1%	**91.5%**				
Utilization ratio (incl. trainees) *5	89.1%	**90.6%**				

Second Half (May 2026 - October 2026)

	May	June	July	August	September	October
Number of total engineers *2						
Number of active engineers *3						
Utilization ratio (excl. trainees) *4						
Utilization ratio (incl. trainees) *5						

Quarterly Information * 6

	1Q	2Q	3Q	4Q
Contract unit price (yen)				
Number of new hires				
Number of job leavers				
Turnover rate *7				

2. ATJC (IT Solution Business)

First Half (November 2025 - April 2026)

	November	**December**	January	February	March	April
Number of total engineers *2	429	**428**				
Number of active engineers *3	355	**370**				
Utilization ratio (excl. trainees) *4	88.5%	**90.5%**				
Utilization ratio (incl. trainees) *5	82.8%	**86.4%**				

Second Half (May 2026 - October 2026)

	May	June	July	August	September	October
Number of total engineers *2						
Number of active engineers *3						
Utilization ratio (excl. trainees) *4						
Utilization ratio (incl. trainees) *5						

Quarterly Information * 6

	1Q	2Q	3Q	4Q
Contract unit price (yen)				
Number of new hires				
Number of job leavers				
Turnover rate *7				

*1 The above figures are preliminary and subject to revision at a later date.

*2 Number of total engineers who were employed for at least one day during the month (incl. trainees, maternity and paternity leave, and temporary leave)

*3 Number of engineers who were dispatched for at least one day during the month

*4 Number of active engineers / number of total engineers (excl. trainees)

*5 Number of active engineers / number of total engineers

*6 Quarterly information is scheduled to be disclosed together with other KPIs for the last month of each quarter.

*7 Number of job leavers during past 12 months / (number of total engineers at the end of the month 12 months prior + number of new hires during past 12 months)

*8 The KPI is also available on the Company's website (URL: https://nareru-group.co.jp/en/ir/finance/indicator/). However, the URL may change without notice.

*9 The announcement date for the following month is scheduled to be February 18, 2026.