Consolidated Financial Results for the Three Months Ended June 30, 2026 (IFRS)

August 7, 2026

Listed company name	: **PERSOL HOLDINGS CO., LTD.**
Listed stock exchange	: Tokyo Stock Exchange (TSE)
TSE code	: 2181
URL	: https://www.persol-group.co.jp/en/
Representative	: Takao Wada, Representative Director, President and CEO
In charge of inquiries	: Tetsuo Kemmochi, Executive Officer CFO
Telephone	: +81-3-3375-2220
Scheduled date to commence dividend payment	: –
Supplementary materials for financial results	: Yes
Briefing session for financial results	: Yes (for institutional investors and analysts)

(Rounded down to the nearest million yen)

1. Consolidated Financial Results for the Three Months Ended June 30, 2026 (from April 1, 2026 to June 30, 2026)

(1) Consolidated Operating Results (% changes from the previous corresponding period)

	Revenue		Operating profit		Profit before tax		Profit		Profit attributable to owners of parent		Comprehensive income	
Three months ended	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%
June 30, 2026	424,017	13.5	18,880	22.6	18,642	22.1	12,626	14.5	12,190	14.3	14,955	26.9
June 30, 2025	373,669	3.6	15,400	-9.2	15,269	-11.4	11,029	-17.3	10,662	-17.7	11,783	-41.5

	Basic earnings per share	Diluted earnings per share
Three months ended	Yen	Yen
June 30, 2026	5.54	5.46
June 30, 2025	4.86	4.81

	EBITDA	Adjusted EBITDA	Adjusted profit	Adjusted EPS
Three months ended	Million yen	Million yen	Million yen	Yen
June 30, 2026	28,744	26,488	14,884	6.67
June 30, 2025	24,085	21,777	12,780	5.76

(Notes)

EBITDA : Operating profit + Depreciation/amortization

Adjusted EBITDA : Operating profit + Depreciation/amortization (excluding rent and other equivalents from depreciation of right-of-use assets) +(−) Increase(decrease) in accrued paid leave + Share-based payment expenses −(+) Other income(expenses) −(+) Other non-recurring profit(loss)

Adjusted profit : Profit attributable to owners of parent ± Adjustment item (excluding the portion attributable to noncontrolling interests) ± Tax reconciliation related to certain adjustment items

Adjustment item : +(−) Increase(decrease) in accrued paid leave + Share-based payment expenses −(+) Other income(expenses) −(+) Non-recurring profit(loss) + Amortization of intangible assets arising from business combinations

Adjusted EPS : Adjusted profit / (Average number of shares outstanding during the period − Average number of treasury shares during the period)

(2) Consolidated Financial Position

	Total assets	Total equity	Equity attributable to owners of parent	Ratio of equity attributable to owners of parent
As of	Million yen	Million yen	Million yen	%
June 30, 2026	626,972	240,875	221,420	35.3
March 31, 2026	620,535	238,788	219,499	35.4

2. Dividends

	Annual dividends				
	Q1	Q2	Q3	Year-end	Total
Fiscal year ended/ending	Yen	Yen	Yen	Yen	Yen
March 31, 2026	–	5.50	–	6.00	11.50
March 31, 2027	–				
March 31, 2027 (Forecast)		6.50	–	6.50	13.00

(Note) No revision of dividend forecast from the latest announcement.

3. Consolidated Financial Forecasts for the Fiscal Year Ending March 31, 2027 (from April 1, 2026 to March 31, 2027)

(% changes from the previous corresponding period)

	Revenue		Operating profit		Profit before tax		Profit		Profit attributable to owners of parent		Basic earnings per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
1st half	809,700	7.6	35,000	-4.4	34,800	-3.3	23,800	-4.2	23,000	-4.1	10.13
Full year	1,665,000	7.0	71,000	6.7	70,500	8.6	46,500	3.8	44,500	4.2	19.60

	Adjusted EBITDA		Adjusted profit		Adjusted EPS
	Million yen	%	Million yen	%	Yen
1st half	47,200	6.4	25,900	3.9	11.41
Full year	97,000	10.0	51,500	6.6	22.68

(Note) No revision of financial forecast from the latest announcement.

Notes

(1) Significant changes in the scope of consolidation during the period: None

(2) Changes in accounting policies and accounting estimates

(i) Changes in accounting policies required by IFRS: None
(ii) Changes in accounting policies other than (i) above: Yes
(iii) Changes in accounting estimates: None

(Note) For details, please refer to "2. Condensed Consolidated Financial Statements (5) Notes to Condensed Consolidated Financial Statements (Change in Accounting Policies)" on page 16.

(3) Number of shares issued (common shares)

(i) Number of shares issued at end of period (including treasury shares)	As of June 30, 2026	2,278,437,810	As of March 31, 2026	2,278,437,810
(ii) Number of treasury shares at end of period	As of June 30, 2026	47,786,318	As of March 31, 2026	47,765,002
(iii) Average number of shares outstanding during the period (cumulative total for the period)	Three months ended June 30, 2026	2,200,964,711	Three months ended June 30, 2025	2,193,217,526

(Note)
The number of treasury shares at end of period includes those held by the "Directors' Compensation BIP Trust Account" and the "Stock Grant ESOP Trust Account" (20,936,605 shares as of June 30, 2026 and 21,367,220 shares as of March 31, 2026). The Company's shares held by "Directors' Compensation BIP Trust Account" and the "Stock Grant ESOP Trust Account" are included in the treasury shares, which are deducted from the calculation of the average number of shares outstanding during the period.

Review of the attached quarterly consolidated financial statements by a certified public accountant or auditing firm: Yes (voluntary)

Explanation on the appropriate use of earnings forecasts and other special notes
(Cautionary statement regarding forward-looking statements)
Forward-looking statements in this document, such as forecasts and projections based on plans, contain elements of uncertainty and are subject to change. Accordingly, they are not intended to be a promise by the Company that they will be achieved. Actual results may differ materially from our current expectations.

Note Regarding Reference Translation
This document has been translated from the Japanese language original for reference purposes only and may not be used or disclosed for any other purpose without the Company’s prior written consent. In the event of any conflict or discrepancy between this translated document and the Japanese language original, the Japanese language original shall prevail in all respects. The Company makes no representations regarding the accuracy or completeness of this translation and assumes no responsibility for any losses or damages arising from the use of this translation.

Contents

1. Overview of Operating Results and Financial Position

(1) Overview of Operating Results for the Three Months Ended June 30, 2026

At present, the Group provides a wide range of human resources (HR) related services including temporary staffing and placement service in Japan. In addition, in the Asia-Pacific (APAC) region, the Group operates staffing business and facility management business, etc. and an AI-driven staffing platform business in Europe and the United States.

Amid continued tight labor market conditions in Japan, the Group pursued steady growth of its core businesses, namely Staffing SBU, BPO SBU, and Asia Pacific SBU (SBU: Strategic Business Unit), while also working to expand its growth businesses, Career SBU and Technology SBU, in line with the policies set forth in the Mid-term Management Plan FY2028 announced in May 2026. As a result, Group-wide revenue for the three months ended June 30, 2026 reached 424,017 million yen (up 13.5% year on year), primarily due to the contribution of Gojob SAS, acquired in October 2025, and favorable foreign exchange effects. On the profit front, gross profit increased steadily, resulting in adjusted EBITDA of 26,488 million yen (up 21.6% year on year) and operating profit of 18,880 million yen (up 22.6% year on year). Profit before tax was 18,642 million yen (up 22.1% year on year), and profit attributable to owners of parent was 12,190 million yen (up 14.3% year on year).

(Note)

Adjusted EBITDA: Operating profit + Depreciation/amortization (excluding rent and other equivalents from depreciation of right-of-use assets) +(–) Increase(decrease) in accrued paid leave + Share-based payment expenses –(+) Other income(expenses) –(+) Other non-recurring profit(loss)

(Exchange Rate)

Average exchange rate during the period: (AUD) FY2025 Q1: 92.6 yen, FY2026 Q1: 113.1 yen

Segment results (before elimination of intersegment transactions) were as follows:

a. Staffing SBU

This segment mainly operates the temporary staffing business in Japan, which covers a wide range of industries, mainly in the clerical area, as well as the placement business mainly for clerical positions.

Revenue for the three months ended June 30, 2026 was 158,256 million yen (up 3.4% year on year), adjusted EBITDA was 11,674 million yen (up 13.8% year on year), and operating profit was 9,937 million yen (up 12.2% year on year).

Revenue increased year on year despite one fewer operating day compared with the corresponding period of the previous fiscal year, mainly reflecting a 0.6% year-on-year increase in the number of active temporary staff and a 2.5% year-on-year increase in the charge price. Adjusted EBITDA and operating profit also increased year on year, primarily due to the progress in initiatives to optimize selling, general and administrative expenses.

b. BPO SBU

This segment operates a business process outsourcing (BPO) business, including operational support for public-sector and private-sector organizations; a customer experience (CX) business, including outsourced communication operations such as contact center and sales marketing services; and a consulting business in the HR and technology domains.

Revenue for the three months ended June 30, 2026 was 35,936 million yen (up 5.7% year on year), adjusted EBITDA was 1,257 million yen (down 0.7% year on year), and operating profit was 474 million yen (up 48.0% year on year).

Revenue increased year on year, driven by growth in both the BPO and CX businesses, as demand for outsourcing services continued to expand amid labor shortages, reflecting clients' needs for workforce supplementation and operational efficiency improvements. Adjusted EBITDA remained largely flat due to upfront costs, including system investments. Operating profit, however, increased year on year, mainly reflecting the impact of accrued paid leave expenses included in adjustment items.

c. Technology SBU

This segment operates the IT/DX Solutions business, which provides contract-based design and development services and dispatches specialized engineers through the Group's employees in the IT domain; the Engineering business, which provides contract-based design and development services and dispatches specialized engineers through the Group's employees in the engineering domain; and the Registered Temporary Staffing and Freelancers business, which provides engineer dispatch services in these domains through registered temporary staff and freelancers.

Revenue for the three months ended June 30, 2026 was 31,179 million yen (up 6.6% year on year), adjusted EBITDA was 1,238 million yen (up 42.8% year on year), and operating profit was 190 million yen (up 49.4% year on year).

Revenue increased year on year, mainly due to an increase in the number of engineers resulting from ongoing efforts to strengthen engineer recruitment in the IT/DX Solutions business and the Engineering business. Adjusted EBITDA and operating profit increased year on year, driven by revenue growth as well as the resolution of delays in intra-group projects that had affected performance in the corresponding period of the previous fiscal year.

d. Career SBU

This segment mainly operates a placement business that supports the mid-career recruitment activities of client companies, a job recruitment media business, and a side-job and freelance business that supports the utilization of professional talent.

Revenue for the three months ended June 30, 2026 was 38,678 million yen (down 1.7% year on year), adjusted EBITDA was 9,351 million yen (down 10.5% year on year), and operating profit was 7,878 million yen (down 13.2% year on year).

Revenue decreased year on year, reflecting continued selective hiring by client companies as well as the impact of user attrition caused by issues in the login process following the integration of IDs for doda and doda X. Meanwhile, the side-job and freelance business (HiPro) continued to perform well. Adjusted EBITDA and operating profit decreased year on year, primarily due to increased expenses associated with AI investments and initiatives to strengthen the high-income domain.

e. Asia Pacific SBU

This segment mainly operates staffing business in Asia as well as staffing and facility management businesses in Australia.

Revenue for the three months ended June 30, 2026 was 145,441 million yen (up 26.0% year on year), adjusted EBITDA was 4,121 million yen (up 96.0% year on year), and operating profit was 2,871 million yen (up 132.2% year on year).

Revenue increased year on year, primarily due to favorable foreign exchange effects. Adjusted EBITDA and operating profit increased year on year, reflecting favorable foreign exchange effects, lower costs associated with system renewal projects compared with the corresponding period of the previous fiscal year, and cost optimization efforts, primarily in personnel expenses.

(2) Overview of Financial Position as of June 30, 2026

(i) Assets, Liabilities and Equity

Total assets increased by 6,437 million yen from the end of the previous fiscal year. Current assets increased by 5,094 million yen, while non-current assets rose 1,342 million yen. The increase in current assets was mainly attributable to increases in contract assets of 3,923 million yen and other current assets of 3,958 million yen, despite a decrease in cash and cash equivalents of 2,374 million yen. The increase in non-current assets was mainly attributable to increases in other financial assets of 2,169 million yen and goodwill of 1,347 million yen, despite a decrease in right-of-use assets of 2,731 million yen.

Liabilities increased by 4,350 million yen from the end of the previous fiscal year. Current liabilities increased by 7,001 million yen, while non-current liabilities decreased by 2,650 million yen. The increase in current liabilities was mainly attributable to increases in trade and other payables of 7,442 million yen and other current liabilities of 2,279 million yen, despite a decrease in income taxes payable of 6,196 million yen. The decrease in non-current liabilities was mainly attributable to a decrease in lease liabilities of 2,232 million yen

Equity increased by 2,086 million yen from the end of the previous fiscal year. This was mainly due to an increase in other components of equity of 2,290 million yen, primarily reflecting an increase in exchange differences on translation of foreign operations of 2,142 million yen resulting from fluctuations in foreign exchange rates, despite a decrease in retained earnings of 1,133 million yen, mainly due to the payment of dividends of 13,384 million yen and the recognition of profit attributable to owners of parent of 12,190 million yen.

	As of March 31, 2026	As of June 30, 2026
Ratio of operating profit to revenue	4.3%	4.5%
Ratio of adjusted EBITDA to revenue	5.7%	6.2%
Current ratio	107.7%	107.0%
Fixed ratio	129.9%	129.4%
Fixed assets to long-term capital ratio	98.3%	99.1%
Ratio of equity attributable to owners of parent	35.4%	35.3%
Net debt/equity (times)	-0.24	-0.22

(ii) Business and Financial Issues to Address

The three months ended June 30, 2026 saw no significant change in business and financial issues that the Group should address.

(iii) Cash Flows

Cash and cash equivalents (hereinafter "capital") as of June 30, 2026 were 82,643 million yen, down 2,374 million yen from the end of the previous consolidated fiscal year.
Presented below is an overview of cash flows for the three months ended June 30, 2026 and main factors behind them.

(Cash flows from operating activities)
Capital generated by operating activities was 20,448 million yen (as compared to 13,751 million yen generated in the same period of the previous fiscal year). Major factors included income taxes paid of 11,012 million yen, offset by profit before tax of 18,642 million yen and depreciation and amortization of 9,864 million yen.

(Cash flows from investing activities)
Capital used for investing activities was 6,037 million yen (as compared to 5,014 million yen used in the same period of the previous fiscal year). This was mainly due to spending of 3,379 million yen on the purchase of intangible assets and 1,897 million yen on the purchase of property, plant and equipment.

(Cash flows from financing activities)
Capital used for financing activities was 17,191 million yen (as compared to 6,209 million yen used in the same period of the previous fiscal year). This was mainly due to dividends paid of 13,309 million yen.

2. Condensed Consolidated Financial Statements

(1) Condensed Consolidated Statements of Financial Position

(In millions of yen)

	As of March 31, 2026	As of June 30, 2026
Assets		
Current assets		
Cash and cash equivalents	85,018	82,643
Trade and other receivables	205,573	205,206
Contract assets	31,475	35,399
Other financial assets	240	194
Other current assets	13,056	17,014
Total current assets	335,364	340,458
Non-current assets		
Contract assets	5,772	5,712
Property, plant and equipment	11,561	12,460
Right-of-use assets	54,034	51,303
Goodwill	94,019	95,366
Intangible assets	59,941	59,858
Investments accounted for using equity method	1,326	1,316
Other financial assets	26,004	28,173
Deferred tax assets	30,712	30,708
Other non-current assets	1,798	1,613
Total non-current assets	285,171	286,514
Total assets	620,535	626,972

(In millions of yen)

	As of March 31, 2026	As of June 30, 2026
Liabilities and equity		
Liabilities		
Current liabilities		
Trade and other payables	121,279	128,722
Bonds and borrowings	20,745	22,546
Lease liabilities	20,138	19,810
Other financial liabilities	1,737	1,689
Income taxes payable	14,766	8,570
Provisions	1,280	2,046
Contract liabilities	8,259	9,543
Other current liabilities	123,062	125,341
Total current liabilities	311,269	318,271
Non-current liabilities		
Bonds and borrowings	11,889	11,897
Lease liabilities	31,339	29,106
Other financial liabilities	9,440	9,622
Provisions	8,423	7,677
Deferred tax liabilities	5,601	5,675
Other non-current liabilities	3,781	3,846
Total non-current liabilities	70,476	67,826
Total liabilities	381,746	386,097
Equity		
Share capital	17,479	17,479
Capital surplus	-14,790	-14,125
Retained earnings	206,372	205,238
Treasury shares	-10,261	-10,162
Other components of equity	20,699	22,990
Total equity attributable to owners of parent	219,499	221,420
Non-controlling interests	19,289	19,454
Total equity	238,788	240,875
Total liabilities and equity	620,535	626,972

(2) Condensed Consolidated Income Statements and Comprehensive Income Statements

(Condensed Consolidated Income Statements)

(In millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Revenue	373,669	424,017
Cost of sales	-285,213	-328,772
Gross profit	88,456	95,244
Selling, general and administrative expenses	-73,049	-76,090
Other income	150	260
Other expenses	-157	-533
Operating profit	15,400	18,880
Finance income	152	357
Finance costs	-453	-801
Share of profit (loss) of investments accounted for using equity method	168	206
Profit before tax	15,269	18,642
Income tax expense	-4,239	-6,015
Profit	11,029	12,626
Profit attributable to		
Owners of parent	10,662	12,190
Non-controlling interests	366	436
Profit	11,029	12,626
Earnings per share		
Basic earnings per share (yen)	4.86	5.54
Diluted earnings per share (yen)	4.81	5.46

(Condensed Consolidated Comprehensive Income Statements)

(In millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Profit	11,029	12,626
Other comprehensive income		
Items that will not be reclassified to profit or loss		
Financial assets measured at fair value through other comprehensive income	16	211
Remeasurements of defined benefit plans	-19	-2
Total of items that will not be reclassified to profit or loss	-2	208
Items that may be reclassified to profit or loss		
Exchange differences on translation of foreign operations	763	2,120
Share of other comprehensive income of investments accounted for using equity method	-6	—
Total of items that may be reclassified to profit or loss	757	2,120
Other comprehensive income, net of tax	754	2,328
Comprehensive income	11,783	14,955
Comprehensive income attributable to		
Owners of parent	11,417	14,541
Non-controlling interests	365	413
Comprehensive income	11,783	14,955

(3) Condensed Consolidated Statements of Changes in Equity

For the Three Months Ended June 30, 2025

(In millions of yen)

	Equity attributable to owners of parent					
					Other components of equity	
	Share capital	Capital surplus	Retained earnings	Treasury shares	Exchange differences on translation of foreign operations	Financial assets measured at fair value through other comprehensive income
Balance at beginning of period	17,479	-7,728	185,466	-13,448	4,270	3,701
Profit	–	–	10,662	–	–	–
Other comprehensive income	–	–	–	–	757	17
Comprehensive income	–	–	10,662	–	757	17
Purchase of treasury shares	–	–	–	-0	–	–
Disposal of treasury shares	–	15	–	83	–	–
Dividends	–	–	-11,092	–	–	–
Share-based payment transactions	–	812	–	–	–	–
Increase (decrease) by business combination	–	–	–	–	–	–
Transfer from other components of equity to retained earnings	–	–	–	–	–	–
Total transactions with owners	–	827	-11,092	83	–	–
Balance at end of period	17,479	-6,901	185,036	-13,365	5,028	3,719

(In millions of yen)

	Equity attributable to owners of parent			Non-controlling interests	Total
	Other components of equity		Total		
	Remeasurements of defined benefit plans	Total			
Balance at beginning of period	-107	7,864	189,633	16,749	206,382
Profit	–	–	10,662	366	11,029
Other comprehensive income	-19	755	755	-0	754
Comprehensive income	-19	755	11,417	365	11,783
Purchase of treasury shares	–	–	-0	–	-0
Disposal of treasury shares	–	–	98	–	98
Dividends	–	–	-11,092	-208	-11,301
Share-based payment transactions	–	–	812	–	812
Increase (decrease) by business combination	–	–	–	–	–
Transfer from other components of equity to retained earnings	–	–	–	–	–
Total transactions with owners	–	–	-10,181	-208	-10,390
Balance at end of period	-127	8,620	190,869	16,906	207,775

For the Three Months Ended June 30, 2026

(In millions of yen)

	Equity attributable to owners of parent					
					Other components of equity	
	Share capital	Capital surplus	Retained earnings	Treasury shares	Exchange differences on translation of foreign operations	Financial assets measured at fair value through other comprehensive income
Balance at beginning of period	17,479	-14,790	206,372	-10,261	18,600	2,169
Profit	–	–	12,190	–	–	–
Other comprehensive income	–	–	–	–	2,142	210
Comprehensive income	–	–	12,190	–	2,142	210
Purchase of treasury shares	–	–	–	-0	–	–
Disposal of treasury shares	–	-35	–	99	–	–
Dividends	–	–	-13,384	–	–	–
Share-based payment transactions	–	699	–	–	–	–
Increase (decrease) by business combination	–	–	–	–	–	–
Transfer from other components of equity to retained earnings	–	–	60	–	–	-60
Total transactions with owners	–	664	-13,323	99	–	-60
Balance at end of period	17,479	-14,125	205,238	-10,162	20,743	2,319

(In millions of yen)

	Equity attributable to owners of parent			Non-controlling interests	Total
	Other components of equity		Total		
	Remeasurements of defined benefit plans	Total			
Balance at beginning of period	-70	20,699	219,499	19,289	238,788
Profit	–	–	12,190	436	12,626
Other comprehensive income	-2	2,351	2,351	-22	2,328
Comprehensive income	-2	2,351	14,541	413	14,955
Purchase of treasury shares	–	–	-0	–	-0
Disposal of treasury shares	–	–	64	–	64
Dividends	–	–	-13,384	-256	-13,640
Share-based payment transactions	–	–	699	–	699
Increase (decrease) by business combination	–	–	–	8	8
Transfer from other components of equity to retained earnings	–	-60	–	–	–
Total transactions with owners	–	-60	-12,620	-248	-12,868
Balance at end of period	-72	22,990	221,420	19,454	240,875

(4) Condensed Consolidated Statements of Cash Flows

(In millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Cash flows from operating activities		
Profit before tax	15,269	18,642
Depreciation and amortization	8,685	9,864
Decrease (increase) in trade and other receivables	3,011	1,963
Increase (decrease) in trade and other payables	3,122	6,599
Decrease (increase) in contract assets	-651	-3,254
Decrease (increase) in prepaid expenses	-2,253	-3,096
Increase (decrease) in accrued consumption taxes	4,041	5,738
Increase (decrease) in accrued bonus	-10,970	-10,754
Increase (decrease) in accrued paid leave	1,998	2,469
Other	4,301	3,212
Subtotal	26,554	31,384
Interest and dividends received	248	452
Interest paid	-241	-375
Income taxes refund (paid)	-12,809	-11,012
Net cash provided by (used in) operating activities	13,751	20,448
Cash flows from investing activities		
Purchase of property, plant and equipment	-835	-1,897
Purchase of intangible assets	-3,250	-3,379
Purchase of investments	-100	-356
Proceeds from sale and redemption of investments	4	245
Purchase of shares of subsidiaries resulting in change in scope of consolidation	—	-452
Other	-832	-197
Net cash provided by (used in) investing activities	-5,014	-6,037
Cash flows from financing activities		
Proceeds from short-term borrowings	20,000	22,000
Repayments of short-term borrowings	—	-10,000
Repayments of long-term borrowings	-10,000	-10,182
Repayments of lease liabilities	-4,976	-5,461
Purchase of treasury shares	-0	-0
Dividends paid	-11,031	-13,309
Other	-200	-239
Net cash provided by (used in) financing activities	-6,209	-17,191
Effect of exchange rate changes on cash and cash equivalents	91	406
Net increase (decrease) in cash and cash equivalents	2,618	-2,374
Cash and cash equivalents at beginning of period	82,818	85,018
Cash and cash equivalents at end of period	85,436	82,643

(5) Notes to Condensed Consolidated Financial Statements

(Applicable Financial Reporting Framework)

The condensed consolidated financial statement is prepared in compliance with Article 5, Paragraph 2 of the Standards for Preparation of Quarterly Financial Statements, etc. prescribed by Tokyo Stock Exchange, Inc. (excluding certain disclosures permitted to be omitted under Article 5, Paragraph 5 of the same Standards), and therefore omit some of the disclosures and notes required by International Accounting Standard (IAS) 34, "Interim Financial Reporting."

(Notes on Going Concern Assumption)

Not applicable.

(Change in Accounting Policies)

(Condensed Consolidated Income Statements)

Certain advertising expenses related to candidate acquisition for the placement business, such as listing advertisement expenses, which had previously been included in cost of sales, have been reclassified to selling, general and administrative expenses (SG&A expenses) beginning with the three months ended June 30, 2026.

These candidate acquisition advertising expenses were previously considered to correspond to placement revenue in the short term. In recent years, however, the period from candidate registration through such advertisements to the recognition of placement revenue has lengthened. In addition, changes in user behavior have been observed, with users increasingly registering for career services even before actively considering a job change.

Furthermore, under the mid-term management plan of PERSOL CAREER CO., LTD., doda, which is offered by PERSOL CAREER CO., LTD., is positioned to evolve from a conventional job change service into a career platform service. As a result, these advertising expenses have increasingly taken on the nature of upfront investments aimed at generating future revenue, and their relationship with revenue has become more indirect than before.

In light of these circumstances, the Group reviewed the nature of these expenses and concluded that recognizing them as SG&A expenses rather than cost of sales would provide a more appropriate presentation of profit by stage. Accordingly, the accounting policy has been changed.

This change in accounting policy has been applied retrospectively. As a result, in the condensed consolidated income statements for the three months ended June 30, 2025, cost of sales decreased by 1,991 million yen and SG&A expenses increased by the same amount. There was no impact on operating profit.

In addition, there was no cumulative effect on equity at the beginning of the previous fiscal year and no impact on earnings per share for the previous fiscal year.

(Segment Information)

(1) Overview of reportable segments

The reportable segments are constituent parts of the Group for each of which separate financial information is available. The Board of Directors regularly reviews operations in each reportable segment to evaluate performance and determine the distribution of management resources.

The Group aims to enhance its ability to formulate and pursue strategies, clarify responsibilities, make agile management decisions in response to rapidly changing business environments, and achieve further growth. To this end, the Group has five reportable segments: Staffing, BPO, Technology, Career and Asia Pacific.

(Changes in reportable segments)

Following an internal reorganization of the Group, certain businesses that had previously been included in the "Others" segment were reclassified to "Adjusted," which are not attributable to any reportable segment, effective August 1, 2025.

The segment information for the three months ended June 30, 2025 has been recalculated based on the revised classification method.

(2) Information of reportable segments

Profit in reportable segments is adjusted EBITDA (operating profit + depreciation/amortization (excluding rent and other equivalents from depreciation of right-of-use assets) +(−) increase(decrease) in accrued paid leave + share-based payment expenses −(+) other income(expenses) −(+) other non-recurring profit(loss)).

Intersegment revenues are based on prevailing market prices.

For the Three Months Ended June 30, 2025

(In millions of yen)

	Reportable Segment						Others *1	Total	Adjusted *2	Consolidated
	Staffing	BPO	Technology	Career	Asia Pacific	Total				
Revenue										
Revenue from external customers	150,985	32,019	26,868	38,712	115,421	364,006	9,670	373,677	-8	373,669
Intersegment revenue	2,041	1,970	2,390	636	−	7,039	3,519	10,558	-10,558	−
Total	153,027	33,989	29,259	39,348	115,421	371,046	13,190	384,236	-10,566	373,669
Segment profit (loss)	10,254	1,265	867	10,451	2,102	24,942	-903	24,038	-2,260	21,777
Depreciation/amortization (excluding rent and other equivalents from depreciation of right-of-use assets)										-3,567
Increase/decrease in accrued paid leave										-1,988
Share-based payment expenses										-814
Other income										150
Other expenses										-157
Operating profit										15,400
Finance income										152
Finance costs										-453
Share of profit (loss) of investments accounted for using equity method										168
Profit before tax										15,269

For the Three Months Ended June 30, 2026

(In millions of yen)

	Reportable Segment						Others *1	Total	Adjusted *2	Consolidated
	Staffing	BPO	Technology	Career	Asia Pacific	Total				
Revenue										
Revenue from external customers	155,965	34,113	28,904	38,345	145,441	402,770	21,196	423,967	49	424,017
Intersegment revenue	2,291	1,823	2,275	332	0	6,722	3,558	10,281	-10,281	—
Total	158,256	35,936	31,179	38,678	145,441	409,493	24,755	434,249	-10,231	424,017
Segment profit (loss)	11,674	1,257	1,238	9,351	4,121	27,644	-50	27,593	-1,105	26,488
Depreciation/amortization (excluding rent and other equivalents from depreciation of right-of-use assets)										-4,249
Increase/decrease in accrued paid leave										-2,385
Share-based payment expenses										-699
Other income										260
Other expenses										-533
Operating profit										18,880
Finance income										357
Finance costs										-801
Share of profit (loss) of investments accounted for using equity method										206
Profit before tax										18,642

(Notes)

1. Others is a business segment that is not included in reportable segments, including operations related to the entire Group, education and training, operations related to persons with disabilities, the provision of digital solution services for hiring talents and managing human resources, and the creation of new businesses through incubation programs.
2. Adjusted is as follows:
   (Segment profit (loss))

(In millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Elimination of inter-segment transactions	-39,277	-49,138
Corporate revenue*1	42,443	52,407
Corporate expenses*2	-5,426	-4,374
Total	-2,260	-1,105

*1 Corporate revenue is mostly business management fees and dividend income from Group companies.

*2 Corporate expenses are mostly expenses related to Group management at the Company.

(Earnings per Share)

Basic earnings per share and diluted earnings per share are as follows:

	Three months ended June 30, 2025	Three months ended June 30, 2026
Profit attributable to owners of parent (million yen)	10,662	12,190
Adjustment to profit for the period (million yen)	–	–
Profit used to calculate diluted earnings per share (million yen)	10,662	12,190
Weighted average number of common shares (thousand shares)	2,193,217	2,200,964
Increase in number of common shares		
Share-based compensation (thousand shares)	25,088	31,212
Weighted average number of common shares after dilution (thousand shares)	2,218,305	2,232,177
Basic earnings per share (yen)	4.86	5.54
Diluted earnings per share (yen)	4.81	5.46

(Significant Subsequent Events)

Not applicable.