



Create a Sustainable World.

FY2025 Financial Results

Third Quarter

Friday, November 7, 2025
WORLD HOLDINGS CO., LTD.
TSE Prime Market (2429)

Summary of Financial Results

Overall summary

Activities benefited from a diversified business portfolio covering many industries, a key strength of World Holdings, as the business climate remained uncertain due to U.S. tariffs and other factors. Sales and profits increased in the core Human Resources and Education Business and in the Real Estate Business. These increases far exceeded the plan.

Human Resources and Education Business

Sales and profits were up YoY and higher than planned.

In the Manufacturing HR Business, performance remained steady in the semiconductor sector mainly for AI. Profits increased significantly YoY and were far above the plan. The main reasons are rigorous cost controls due to uncertainty about the effects of U.S. tariffs and measures to recruit people more efficiently, including improvements to recruiting methods.

In the Services HR Business, sales were up and profits increased significantly, largely exceeding the plan, due to the strong performance of the logistics sector, including subcontracted warehouse operations for e-commerce firms and Yamato Staff Supply. Performance in the face-to-face sales and tourism sectors also contributed to sales and profits growth due to temporary staffing orders at Expo 2025 in Osaka.

Real Estate Business

Sales and profits increased significantly YoY. In addition to an increase in the number of projects compared to 2024, the main reasons include higher real estate prices and the use of accurate marketing activities to sell properties with the best timing. Land development expertise and higher rental and other recurring revenue also contributed to the strong performance of this business.

Sales were lower than planned because the sale of BIZIA KOKURA and other properties were pushed back to the fourth quarter of 2025. But profits were higher than planned as selling expenses were below the plan.

Information and Telecommunications Business

Sales and profits increased YoY and exceeded the plan. Profitability improved at all mobile phone shops due to the use of a scrap-and-build approach. Strengthened marketing activities raised the number of phones sold. Strong performances of the corporate solutions and call center categories also contributed to sales and profits growth.

Agricultural Park Business

The number of park visitors decreased because of heavy snow in February, many rainy days during the peak spring period, and record-setting summer heat. In addition, the Osaka Expo drew visitors away from agricultural parks. Fewer visitors and higher expenses resulted in a loss as profitability fell below the plan. Sales were below the plan but increased YoY due to higher sales per visitor resulting from major renovations and other improvements at existing locations and upgrades to park appearance and attractions.

Overview of Business Results

- Activities benefited from a diversified business portfolio covering many industries, a key strength of World Holdings, as the business climate remained uncertain due to U.S. tariffs and other factors. Sales and profits increased in the core Human Resources and Education Business and in the Real Estate Business. These increases far exceeded the plan.
- In the Human Resources Education business, Products HR for the semiconductor-related field and Services HR for the logistics-related field continued to perform solidly. In the Real Estate business, success was achieved by selling properties at an optimal timing and keeping selling-related costs below plan.

	FY2024 1Q-3Q	FY2025 1Q-3Q	FY2025 1Q-3Q	Against plan		YoY	
(Million yen)	Actual	Plan	Actual	Change	Pct. change	Change	Pct. change
Net sales	171,533	197,779	200,600	2,821	1.4%	29,066	16.9%
Operating profit	4,390	5,829	7,568	1,738	29.8%	3,177	72.4%
Ordinary profit	4,293	5,242	7,544	2,301	43.9%	3,251	75.7%
Profit attributable to owners of parent	1,958	2,786	4,422	1,635	58.7%	2,463	125.8%
EBITDA*	5,959	-	8,898	-	-	2,939	49.3%
Depreciation	757	-	486	-	-	- 271	- 35.8%
Amortization of goodwill	811	-	843	-	-	32	3.9%

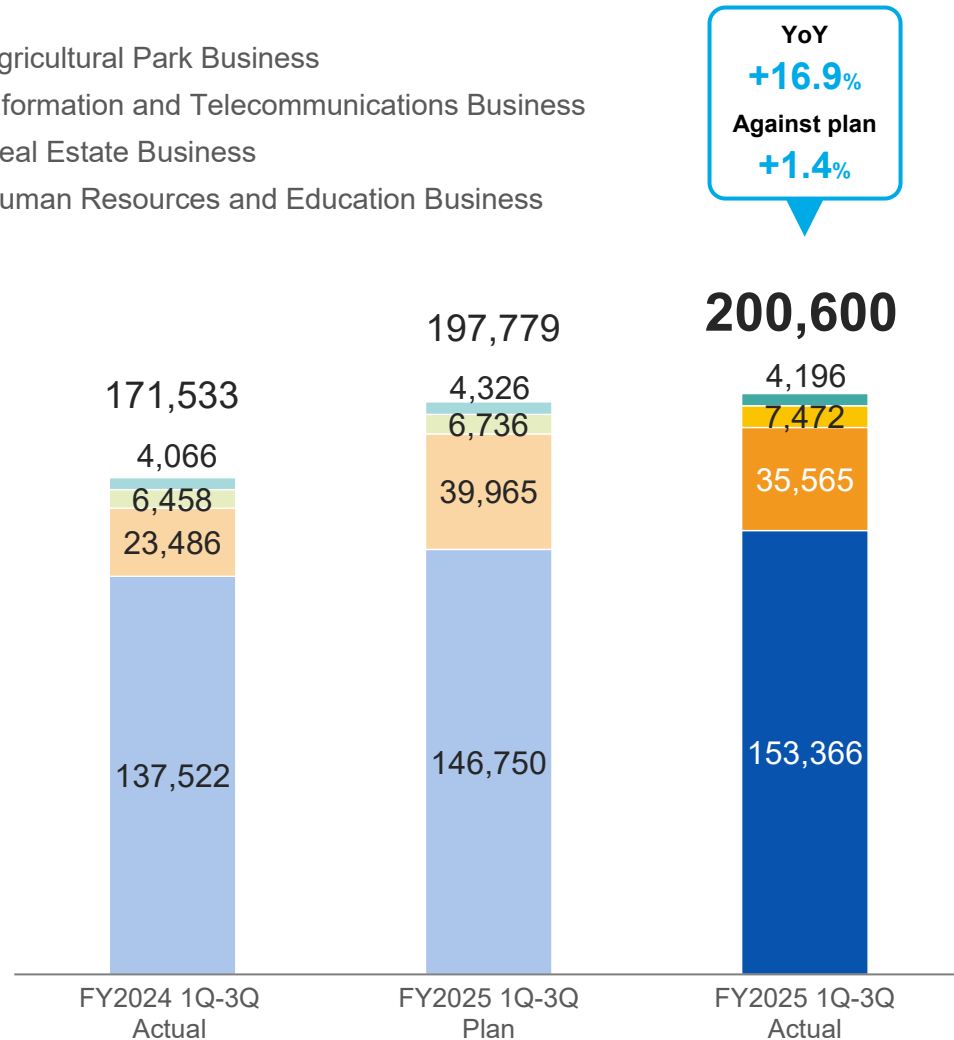
Overview of Business Results by Segment (1)

(Million yen)			FY2024 1Q-3Q	FY2025 1Q-3Q	FY2025 1Q-3Q	Against plan		YoY	
			Actual	Plan	Actual	Change	Pct. change	Change	Pct. change
	Human Resources and Education Business	Net sales	137,522	146,750	153,366	6,615	4.5%	15,843	11.5%
		Segment profit	3,229	3,242	4,599	1,357	41.9%	1,369	42.4%
		Profit margin	2.3%	2.2%	3.0%				
	Manufacturing Human Resources Business	Net sales	80,963	86,445	89,166	2,720	3.1%	8,202	10.1%
		Segment profit	2,348	2,502	3,250	748	29.9%	901	38.4%
		Profit margin	2.9%	2.9%	3.6%				
	Services Human Resources Business	Net sales	56,558	60,304	64,200	3,895	6.5%	7,641	13.5%
		Segment profit	881	739	1,348	608	82.3%	467	53.1%
		Profit margin	1.6%	1.2%	2.1%				
	Real Estate Business	Net sales	23,486	39,965	35,565	-4,400	-11.0%	12,079	51.4%
		Segment profit	618	2,046	2,347	300	14.7%	1,728	279.3%
		Profit margin	2.6%	5.1%	6.6%				
	Information and Telecommunications Business	Net sales	6,458	6,736	7,472	735	10.9%	1,013	15.7%
		Segment profit	131	86	246	160	185.6%	115	87.5%
		Profit margin	2.0%	1.3%	3.3%				
	Agricultural Park Business	Net sales	4,066	4,326	4,196	-130	-3.0%	130	3.2%
		Segment profit	159	159	-44	-203	-127.7%	-203	-127.8%
		Profit margin	3.9%	3.7%	-1.1%				
	Total	Net sales	171,533	197,779	200,600	2,821	1.4%	29,066	16.9%
		Elimination or corporate	251	294	419	125	42.5%	168	66.8%
		Operating profit	4,390	5,829	7,568	1,738	29.8%	3,177	72.4%
		Profit margin	2.6%	2.9%	3.8%				

Overview of Business Results by Segment (2)

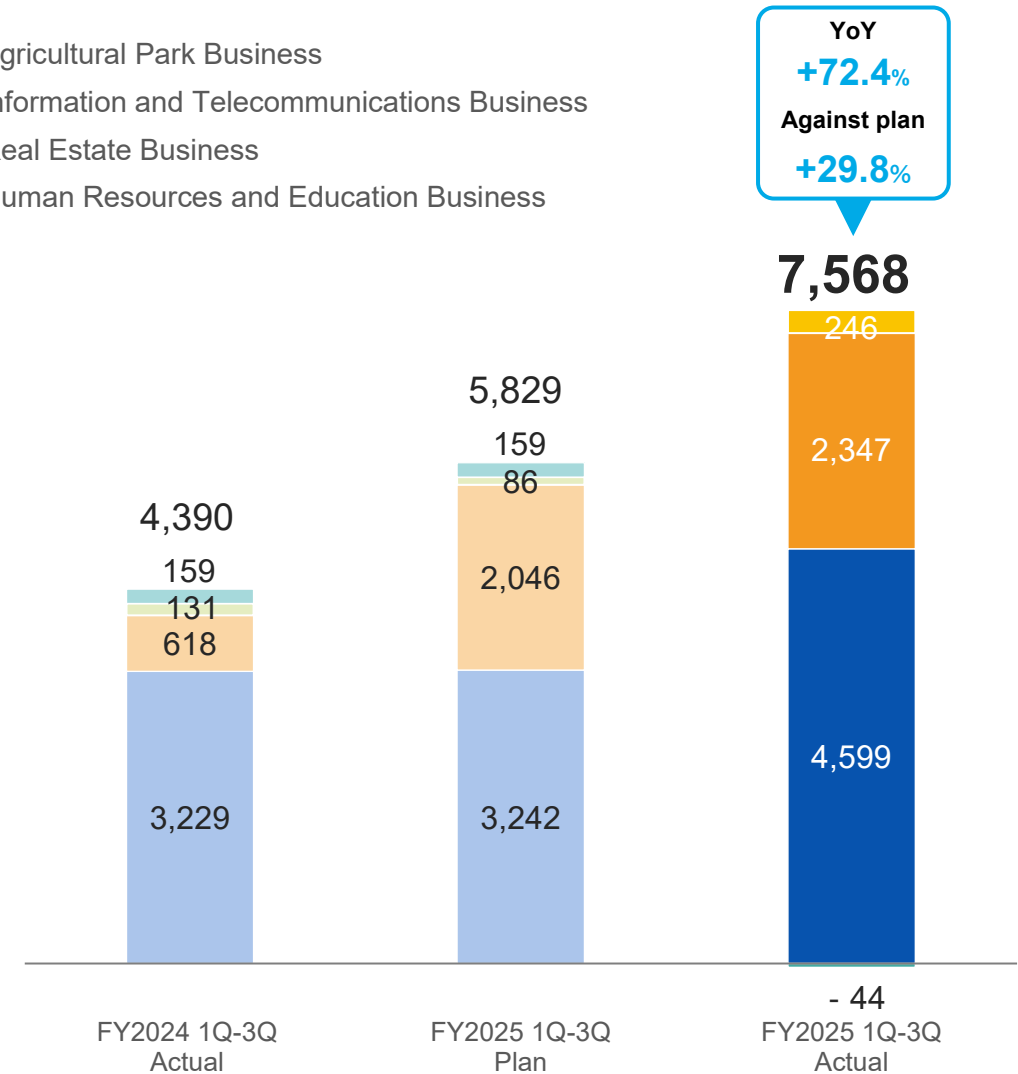
Net sales (Million yen)

- Agricultural Park Business
- Information and Telecommunications Business
- Real Estate Business
- Human Resources and Education Business



Segment profit (Million yen)

- Agricultural Park Business
- Information and Telecommunications Business
- Real Estate Business
- Human Resources and Education Business



*Total operating profit includes adjustments.