



# Create a Sustainable World.

FY2025 Financial Results

Full Year

Friday, February 13, 2026

WORLD HOLDINGS CO., LTD.

TSE Prime Market (2429)

# Summary of Financial Results

	<b>Overall summary</b>	<p>[Sales and profits increased] 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 operating profit increased as generally planned mainly in the core Human Resources and Education Business.</p>
	<b>Human Resources and Education Business</b>	<p>[Sales and profits increased] In the Manufacturing HR Business, performance remained steady in the semiconductor sector mainly for AI. Despite negative effects of U.S. tariffs, this business used its strength in covering many market sectors to diversify risk exposure. Sales and profits were up generally as planned. Many activities for a sound base for future growth, including more co-sourcing and alliances and partnerships with many types of companies.</p> <p>[Sales and profits increased] In the Services HR Business, sales and profits were up and exceeded the plan, due to the strong performance of the logistics sector, including subcontracted warehouse operations for e-commerce firms and Yamato Staff Supply. Another company owned and operated warehouse started operations as the horizontal expansion of warehouse subcontracting, a key strength of this business, continues.</p>
	<b>Real Estate Business</b>	<p>[Sales and profits increased] Sales were below the plan partly due to decision to postpone some sales. Profits were higher than planned mainly because of BIZIA KOKURA and other large properties, higher real estate prices, the use of suitable selling prices at properties based on highly accurate marketing activities. Larger than anticipated cost reductions also improved profits. Sales and profits were much higher than in 2024.</p>
	<b>Information and Telecommunications Business</b>	<p>[Sales and profits increased] Sales and profits increased YoY and exceeded the plan. The performance of mobile phone shops, the largest component of this segment, has improved due to the benefits of using a scrap-and-build approach. In addition, measures to strengthen marketing activities raised the sales volume of these shops.</p>
	<b>Agricultural Park Business</b>	<p>[Sales increased but profits decreased] 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 the larger number of parks managed, higher sales per visitor resulting from renovations and other improvements at existing locations and upgrades to park appearance and attractions.</p>

# Overview of Business Results

FY2025 Actual

- 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 were generally as planned mainly in the core Human Resources and Education Business. Ordinary profit and net income were higher than planned because of subsidy income and other reasons.
- Sales and profits increased. One reason is growth in the semiconductor and logistics categories of the Human Resources and Education Business. In addition, 2024 included one-time expenses for moving people to different jobs and there were large property sales in 2025 in the Real Estate Business.

	FY2024	FY2025	FY2025	Against plan		YoY	
(Million yen)	Actual	Plan	Actual	Change	Pct. change	Change	Pct. change
Net sales	242,226	281,439	<b>284,350</b>	2,911	1.0%	42,124	17.4%
Operating profit	8,593	10,179	<b>10,820</b>	641	6.3%	2,227	25.9%
Ordinary profit	8,551	9,356	<b>10,867</b>	1,511	16.2%	2,316	27.1%
Profit attributable to owners of parent	4,981	5,389	<b>6,620</b>	1,231	20.7%	1,639	32.9%
EBITDA*	10,701	12,384	<b>13,099</b>	288	7.1%	2,398	18.3%
Depreciation	1,026	-	<b>1,165</b>	-	-	139	12.0%
Amortization of goodwill	1,082	-	<b>1,113</b>	-	-	31	2.9%

# Overview of Business Results by Segment (1)

**FY2025 Actual**

(Million yen)		FY2024	FY2025	FY2025	Against plan		YoY	
		Actual	Plan	Actual	Change	Pct. change	Change	Pct. change
<b>Human Resources and Education Business</b>	Net sales	189,201	203,498	<b>211,785</b>	8,286	4.1%	22,584	11.9%
	Segment profit	5,003	5,943	<b>6,707</b>	764	12.9%	1,704	34.1%
	Profit margin	2.6%	2.9%	<b>3.2%</b>				
	<b>Manufacturing Human Resources Business</b>	Net sales	110,347	<b>121,232</b>	1,621	1.4%	10,884	9.9%
		Segment profit	3,308	<b>4,414</b>	12	0.3%	1,106	33.4%
		Profit margin	3.0%	<b>3.6%</b>				
	<b>Services Human Resources Business</b>	Net sales	78,853	<b>90,552</b>	6,665	7.9%	11,699	14.8%
		Segment profit	1,695	<b>2,293</b>	752	48.8%	597	35.3%
		Profit margin	2.1%	<b>2.5%</b>				
<b>Real Estate Business</b>	Net sales	38,863	63,259	<b>57,128</b>	-6,130	-9.7%	18,265	47.0%
	Segment profit	3,001	3,587	<b>3,654</b>	66	1.8%	652	21.7%
	Profit margin	7.7%	5.7%	<b>6.4%</b>				
<b>Information and Telecommunications Business</b>	Net sales	8,703	8,991	<b>9,783</b>	792	8.8%	1,079	12.4%
	Segment profit	101	120	<b>157</b>	37	31.6%	56	55.9%
	Profit margin	1.2%	1.3%	<b>1.6%</b>				
<b>Agricultural Park Business</b>	Net sales	5,457	5,690	<b>5,652</b>	-37	-0.7%	195	3.6%
	Segment profit	169	181	<b>-40</b>	-221	-122.1%	-209	-123.6%
	Profit margin	3.1%	3.2%	<b>-0.7%</b>				
<b>Total</b>	Net sales	242,226	281,439	<b>284,350</b>	2,911	1.0%	42,124	17.4%
	Elimination or corporate	317	347	<b>340</b>	-6	-1.8%	23	7.4%
	Operating profit	8,593	10,179	<b>10,820</b>	641	6.3%	2,227	25.9%
	Profit margin	3.5%	3.6%	<b>3.8%</b>				

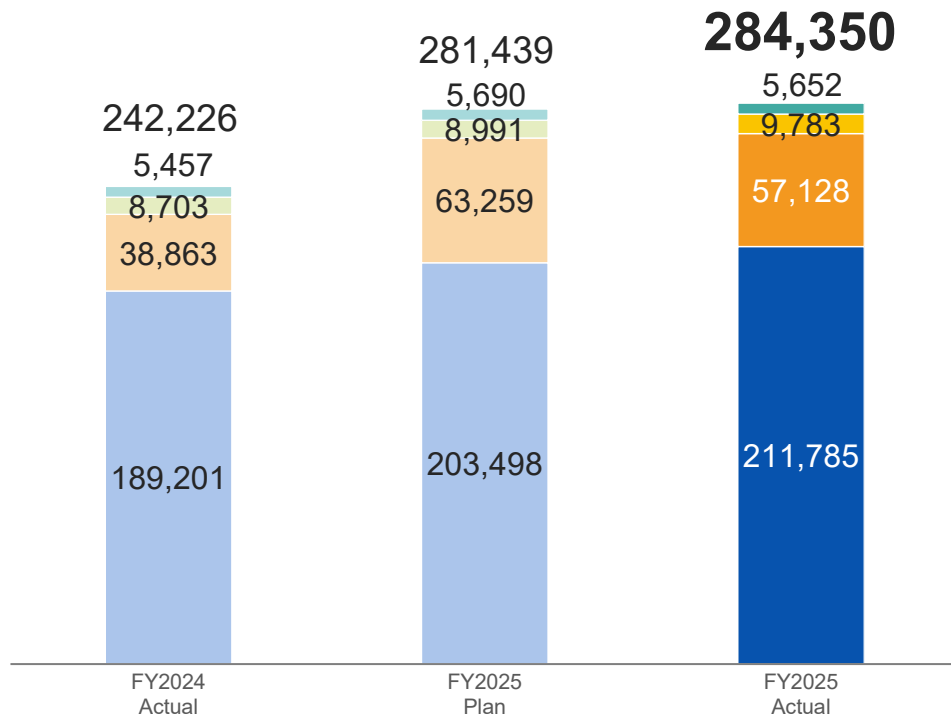
# Overview of Business Results by Segment (2)

FY2025 Actual

## Net sales (Million yen)

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

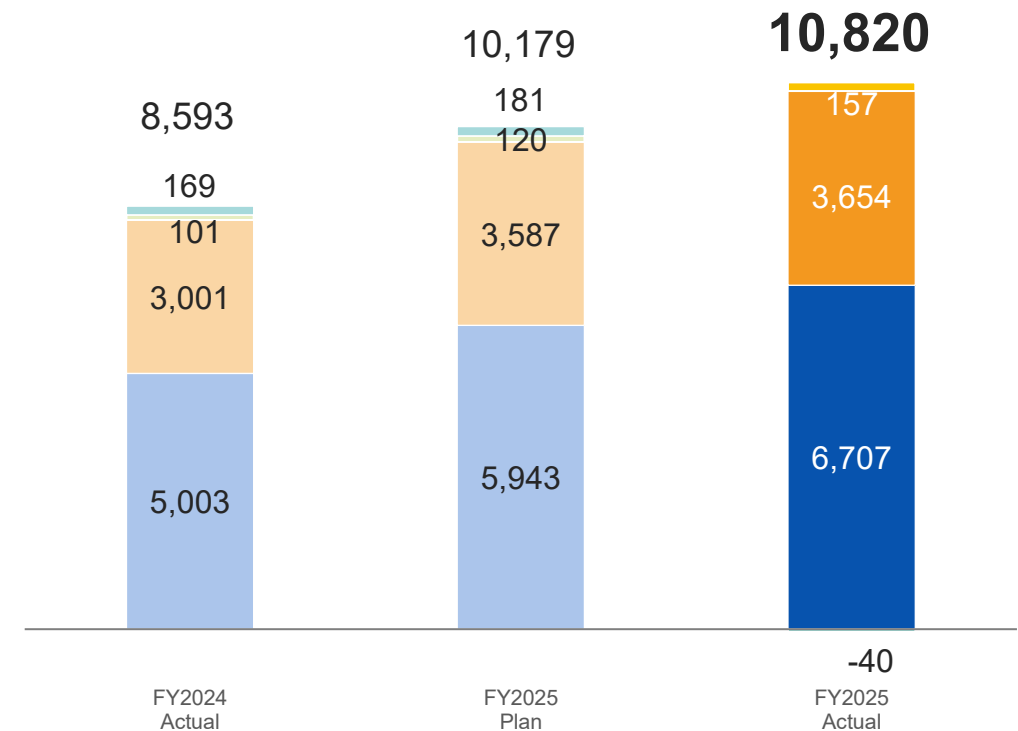
YoY  
**+17.4%**  
Against plan  
**+1.0%**



## Segment profit (Million yen)

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

YoY  
**+25.9%**  
Against plan  
**+6.3%**



\*Total operating profit includes adjustments.