ワールドホールディングス

WORLD HOLDINGS



Create a Sustainable World.

FY2026 Financial Results

Third Quarter

Friday, November 13, 2026

WORLD HOLDINGS CO., LTD.

TSE Prime Market (2429)

Summary of Financial Results

FY2026 3Q Actual

WORLD HOLDINGS

Overall summary	[Sales and profits increased] Net sales and all profits exceeded the initial plan. This was mainly because the core Manufacturing Human Resources Business captured strong demand and significantly outperformed its plan. Operating profit was initially expected to decline, but increased partly due to the contribution from newly consolidated nms Holdings. The consolidation of nms Holdings, which operates globally, resulted in foreign exchange losses. Operating profit growth driven by the core business more than offset these losses. As a result, ordinary profit and net profit also increased. Full-year sales and profit forecasts have been revised upward to reflect performance to date and the impact of the new consolidation.
Human Resources and Education Business	[Sales and profits increased] In the Manufacturing HR Business, existing operations captured solid demand across manufacturing industries, particularly in the semiconductor sector. Sales and profits exceeded the plan and increased year on year. The new consolidation of nms Holdings further boosted performance, alongside growth in existing operations. This business was a strong driver of overall performance. [Sales increased but profits decreased] In the Services HR Business, sales were as planned and increased year on year, supported by the high volume of operations in the core logistics sector and other areas. However, profits were below the plan and decreased year on year, mainly because of upfront expenditures for medium- to long-term business expansion.
Real Estate Business	[Sales and profits decreased] Sales for the first nine months were down from one year earlier and below the plan because the majority of property sales will be completed in the fourth quarter of 2026 and some sales were delayed. Profits were higher than planned mainly because of sales activities with priority on profitability based on carefully planned marketing activities and an increase in recurring income from strategic leasing and other activities. No change in the full-year plan for profit growth.
Information and Telecommunications Business	[Sales decreased but profits increased] Sales were below the plan and decreased slightly year on year because of the lingering effects of inventory shortages in the first quarter. However, the recent end of inventory shortages and thorough cost control measures significantly improved profitability. As a result, profits were higher than planned and increased year on year.
Agricultural Park Business	[Sales and profits increased] Sales and profits were below the plan because of unfavorable weather and a hot summer. However, measures to attract visitors during the summer vacation period and other initiatives were effective. As a result, sales and profits increased steadily year on year.

© WORLD HOLDINGS CO., LTD.

Overview of Business Results

FY2026 3Q Actual

WORLD HOLDINGS

- Net sales and all profit line items were significantly above the initial plan. This was driven by the core Manufacturing Human Resources Business significantly outperforming its plan, supported by a diversified business portfolio.
- Operating profit was initially expected to decline year on year because the Real Estate Business planned to generate most of its earnings in the fourth quarter. However, operating profit increased partly due to the contribution from newly consolidated nms Holdings.
- The new consolidation of nms Holdings, which operates globally, resulted in foreign exchange losses due to the stronger yen and other effects. Operating profit growth driven by the core business offset these effects. As a result, ordinary profit and profit attributable to owners of parent also increased year on year.

(Million yen)	FY2025 1Q-3Q Actual	FY2026 1Q-3Q Plan	FY2026 1Q-3Q Actual	Against plan Change	Against plan Pct. change	YoY Change	YoY Pct. change
Net sales	200,600	210,831	**236,737**	25,906	**12.3%**	36,137	**18.0%**
Operating profit	7,568	6,593	**8,145**	1,551	**23.5%**	577	**7.6%**
Ordinary profit	7,544	6,147	**7,550**	1,403	**22.8%**	6	**0.1%**
Profit attributable to owners of parent	4,422	3,204	**4,510**	1,306	**40.7%**	87	**2.0%**
EBITDA*	8,898	-	**10,667**	-	**-**	1,769	**29.4%**
Depreciation	486	-	**1,573**	-	**-**	1,087	**223.5%**
Amortization of goodwill	843	-	**948**	-	**-**	104	**12.4%**

* EBITDA = Operating profit + Depreciation + Amortization of goodwill

© WORLD HOLDINGS CO., LTD.

Overview of Business Results by Segment

FY2026 3Q Actual

WORLD HOLDINGS

(Million yen)

		FY2025 1Q-3Q Actual	FY2026 1Q-3Q Plan	FY2026 1Q-3Q Actual	Against plan Change	Against plan Pct. change	YoY Change	YoY Pct. change
Human Resources and Education Business	Net sales	153,366	167,614	**196,678**	29,064	17.3%	43,311	28.2%
	Segment profit	4,599	4,292	**5,533**	1,241	28.9%	934	20.3%
	Profit margin	3.0%	2.6%	**2.8%**				
Manufacturing Human Resources Business	Net sales	89,166	96,325	**124,912**	28,587	29.7%	35,746	40.1%
	Segment profit	3,250	2,789	**4,264**	1,475	52.9%	1,014	31.2%
	Profit margin	3.6%	2.9%	**3.4%**				
Services Human Resources Business	Net sales	64,200	71,288	**71,765**	476	0.7%	7,565	11.8%
	Segment profit	1,348	1,502	**1,268**	-233	-15.6%	-79	-5.9%
	Profit margin	2.1%	2.1%	**1.8%**				
Real Estate Business	Net sales	35,565	30,637	**28,316**	-2,321	-7.6%	-7,248	-20.4%
	Segment profit	2,347	1,575	**1,906**	330	21.0%	-440	-18.8%
	Profit margin	6.6%	5.1%	**6.7%**				
Information and Telecommunications Business	Net sales	7,472	8,128	**7,404**	-724	-8.9%	-67	-0.9%
	Segment profit	246	132	**271**	138	104.8%	24	10.0%
	Profit margin	3.3%	1.6%	**3.7%**				
Agricultural Park Business	Net sales	4,196	4,451	**4,338**	-112	-2.5%	142	3.4%
	Segment profit	-44	70	**52**	-18	-25.6%	96	-
	Profit margin	-1.1%	1.6%	**1.2%**				
Total	Net sales	200,600	210,831	**236,737**	25,906	12.3%	36,137	18.0%
	Elimination or corporate	419	522	**381**	-141	-27.0%	-37	-9.0%
	Operating profit	7,568	6,593	**8,145**	1,551	23.5%	577	7.6%
	Profit margin	3.8%	3.1%	**3.4%**				

© WORLD HOLDINGS CO., LTD.

FY2026 Outlook

FY2026 Plan

- Full-year sales and profit forecasts have been revised upward to reflect performance above the plan to date and the new consolidation of nms Holdings.
- With the business climate is expected to remain uncertain, the World Holdings Group aims for steady growth backed by resistance to changes in the economy through operations covering many business sectors, a core strength of the World Holdings Group.

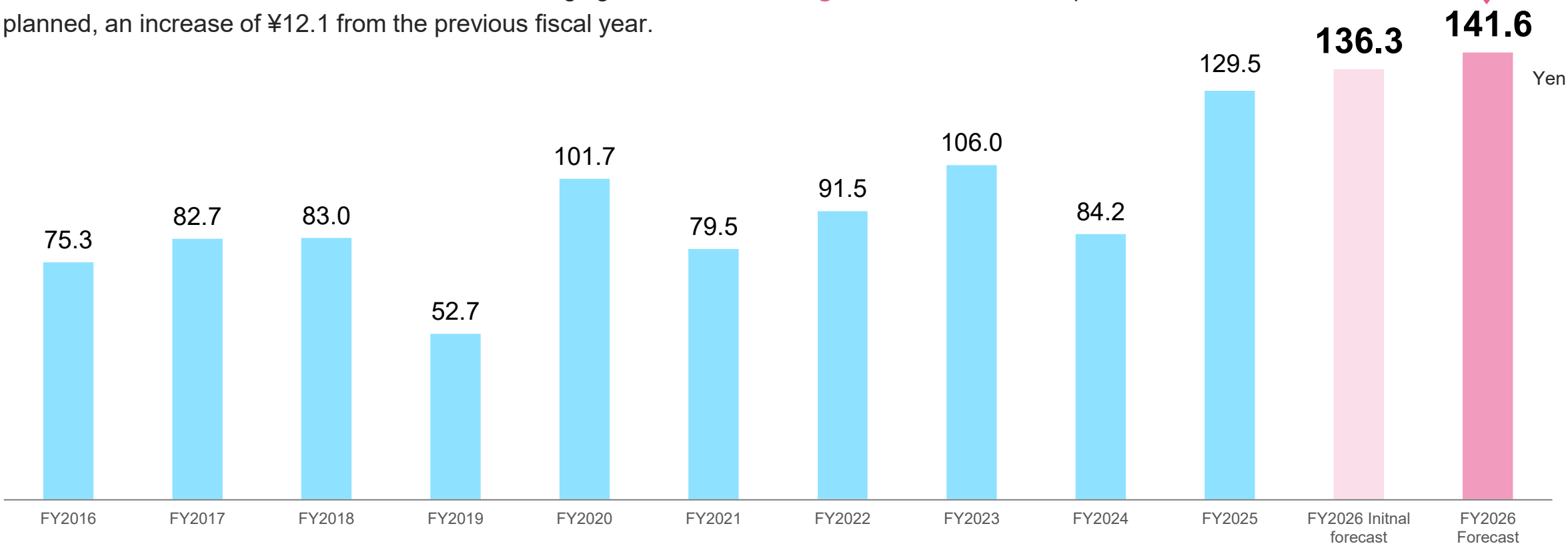
(Million yen)	FY2025 Actual	FY2026 Initial plan	FY2026 Revised plan	Against initial plan Change	Against initial plan Pct. change	YoY Change	YoY Pct. change
Net sales	284,350	**300,326**	**344,417**	44,090	**14.7%**	60,066	**21.1%**
Operating profit	10,820	**12,500**	**13,621**	1,120	**9.0%**	2,800	**25.9%**
Ordinary profit	10,867	**11,799**	**11,970**	170	**1.4%**	1,102	**10.1%**
Profit attributable to owners of parent	6,620	**6,966**	**7,193**	226	**3.3%**	572	**8.6%**
EBITDA	12,672	**-**		—	**—**	—	**—**
Net income per share (Yen)	369.98	**389.29**	**404.37**	15.08	**3.9%**	34.39	**9.3%**
Dividend per share (Yen)	129.50	**136.30**	**141.60**	5.30	**3.9%**	12.10	**9.3%**

© WORLD HOLDINGS CO., LTD.

Shareholder Distributions

- The goal is continued dividend growth based on **a target payout ratio of 35%**, while securing the internal reserves needed for future growth investments.
- Following the upward revision of full-year earnings forecasts for FY2026, the dividend forecast has been **raised further** from the initial plan of ¥136.3 per share.
- Shareholder returns will increase in line with earnings growth. **A record-high dividend** of ¥141.6 per share is planned, an increase of ¥12.1 from the previous fiscal year.

Dividend forecast (revised)
141.6 yen per share
Up 12.1 yen YoY
Record high



© WORLD HOLDINGS CO., LTD.

Outlook by Business Segment

FY2026 Plan

WORLD HOLDINGS

(Million yen)

		FY2025	FY2026	FY2026	Against initial plan		YoY	
		Actual	Initial plan	Revised plan	Change	Pct. change	Change	Pct. change
Human Resources and Education Business	Net sales	211,785	232,869	**276,960**	47,091	20.2%	68,175	32.2%
	Segment profit	6,707	7,644	**8,764**	1,120	14.7%	2,057	30.7%
	Profit margin	3.2%	3.3%	**3.2%**				
Manufacturing Human Resources Business	Net sales	121,232	133,375	**177,466**	44,091	33.1%	56,234	46.4%
	Segment profit	4,414	5,106	**6,226**	1,120	21.9%	1,812	41.1%
	Profit margin	3.6%	3.8%	**3.5%**				
Services Human Resources Business	Net sales	90,552	99,493	**99,493**	-	-	8,940	9.9%
	Segment profit	2,293	2,538	**2,538**	-	-	244	10.7%
	Profit margin	2.5%	2.6%	**2.6%**				
Real Estate Business	Net sales	57,128	50,692	**50,692**	-	-	-6,436	-11.3%
	Segment profit	3,654	4,102	**4,102**	-	-	448	12.3%
	Profit margin	6.4%	8.1%	**8.1%**				
Information and Telecommunications Business	Net sales	9,783	10,877	**10,877**	-	-	1,093	11.2%
	Segment profit	157	175	**175**	-	-	17	10.8%
	Profit margin	1.6%	1.6%	**1.6%**				
Agricultural Park Business	Net sales	5,652	5,887	**5,887**	-	-	235	4.2%
	Segment profit	-40	90	**90**	-	-	130	-
	Profit margin	-0.7%	1.5%	**1.5%**				
Total	Net sales	284,350	300,326	**344,417**	44,090	14.7%	60,066	21.1%
	Elimination or corporate	340	488	**488**	0	0%	148	43.4%
	Operating profit	10,820	12,500	**13,621**	1,120	9.0%	2,800	25.9%
	Profit margin	3.8%	4.2%	**4.0%**				

© WORLD HOLDINGS CO., LTD.