

Financial Results Briefing

The 3rd Quarter of
the Fiscal Year Ending March 31, 2026

Feb 13, 2026

GEECHS Inc.

TSE Standard Market: 7060

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Corporate Profile

1

Solving the Shortage of IT Human Resources in Japan

IT Resource Crisis Is Our Business *Make the biggest impression
in the 21st century*

GEECHS **supports the work styles of IT freelancers**

by sharing their skills and experience with companies facing IT talent shortages.

We also provide **globally-oriented services** by utilizing **international IT professionals**,

develop digital talent from scratch for both corporations and individuals,

and create digital human resources within organizations through **reskilling**.

We address the IT, DX and AI challenges of Japanese companies and

contribute greatly to the future of Japanese society.

Group Corporate Profile

Company name	GEECHS Inc. (TSE Standard Market: 7060)
President and CEO	Naruhito Sonehara
Established	August 23, 2007
Head office	Shibuya Scramble Square, 2-24-12 Shibuya, Shibuya-ku, Tokyo, JAPAN
Capital	1,112 million yen (as of December 31, 2025)
Business description	IT Human Resources Matching Business, Japan IT Human Resources Matching Business, Overseas Seed Tech Business
Sales volume	JPY 25,162 million (FY2025/3)
Employees	299 (as of December 31, 2025)
Offices	Tokyo Head Office, Hokkaido Branch, Osaka Branch, Hiroshima Branch, Fukuoka Branch, Nagoya Satellite Office Australia, Philippines

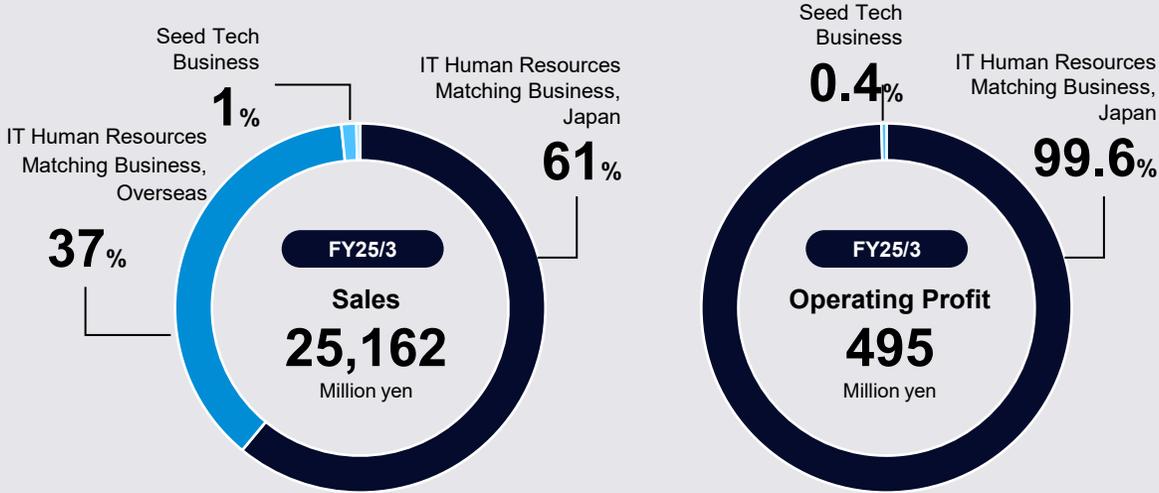
Our Group

GEECHS

IT Human Resources Matching Business, Japan



Segmentation



Market Challenges & Solutions

- Growing IT/AI/DX investment in Japan is hindered by shortages in “talent headcount” and “execution capability”.
- We provide solutions to human resource challenges across each business segment.

Challenge

Shortage of IT, DX, and AI Talent

Projected shortage of up to 3.39 million AI-related professionals by 2040.*
The lack of high-skilled DX talent is the primary bottleneck for corporate digital initiatives.

Our Solution

Optimizing IT/AI Talent Utilization

IT Human Resources Matching Business
(Japan & Overseas)

Providing optimal resource allocation and solving talent shortages through domestic and offshore IT talent, regardless of employment type (freelance or permanent).

Cultivating IT/DX/AI Talent

Seed Tech

Developing next-gen engineers and DX leaders via “Sodatech” (SaaS video content) and digital bootcamps in the Philippines.

Driving DX Implementation

Seed Tech

Partnering with clients for true transformation through “Digishoku” (DX professionals), focusing on diagnostics and operational improvement rather than just tools or consulting.

* Ministry of Economy, Trade and Industry (METI) “Employment Structure Projections for 2040 (Revised Edition)” (Japanese only)

Financial Highlights

2

Key Messages

FY2026/3 3Q Financial Highlights

- Quarterly sales reached 6.77 billion yen, with operating profit of 217 million yen, demonstrating sustained growth.
- Nine months sales reached 19.66 billion yen (+5.1% YoY) , and operating profit surged to **654** million yen (**+88.1%** YoY).
- Operating profit reached **81.8%** of the full-year target (800 million yen).

New Initiatives

- Taking on the challenge of “DX Support for SMEs” as a new growth engine alongside the IT freelance business.
- Broadening our business domain from “IT Talent Matching” to “Organizational DX Solutions.”

Enhancing Shareholder Returns

- Dividend increase: Year-end dividend raised from initial 10 yen to 20 yen per share, totaling 30 yen annual total (Payout ratio: **55.5%**).
- Including share buybacks executed during the period, the total return ratio is expected to reach **73.7%**.

FY26/3 3Q : Financial Highlights

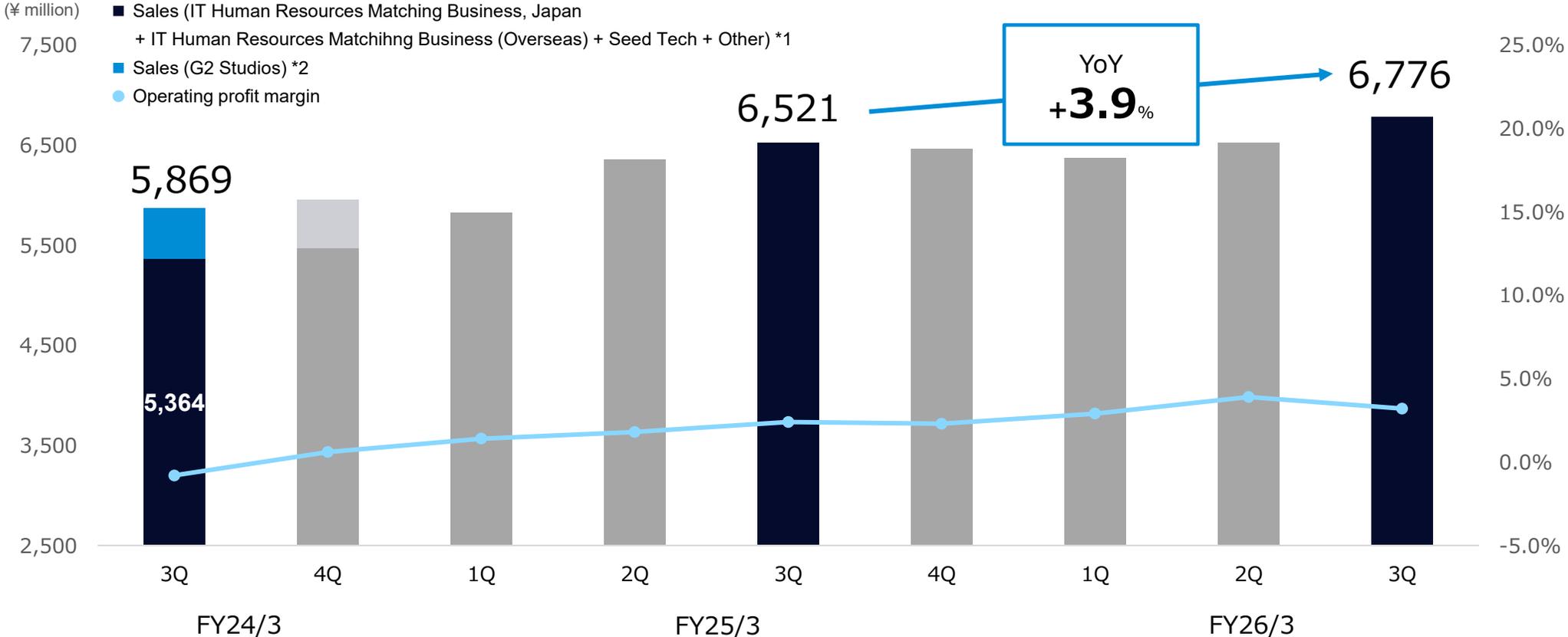
- In addition to 5.1% YoY increase in cumulative 3Q sales, the turnaround of the Overseas IT Human Resources Matching business and growth across all segments led to a significant 88.1% surge in operation profit, substantially outpacing sales growth.
- All profit items are tracking well against full-year targets with progress rates exceeding 80%. Net profit has already approached the level of the full-year forecast (550 million yen).

(Millions of yen)	FY25/3 Nine months	FY26/3 Nine months	FY26/3 3Q	YoY Nine months	FY26/3 Forecast	
					Full-year	Progress rate
Sales	18,705	19,667	6,776	+5.1 %	26,600	73.9 %
EBITDA	440	720	244	+63.6 %	880	81.9 %
Operating profit	348	654	217	+88.1 %	800	81.8 %
Ordinary profit	347	633	206	+82.2 %	770	82.3 %
Net profit*	261	491	147	+88.3 %	550	89.4 %

* Net profit (loss) attributable to owners of the parent

FY26/3 3Q : Financial Highlights (Sales, Operating Profit Margin)

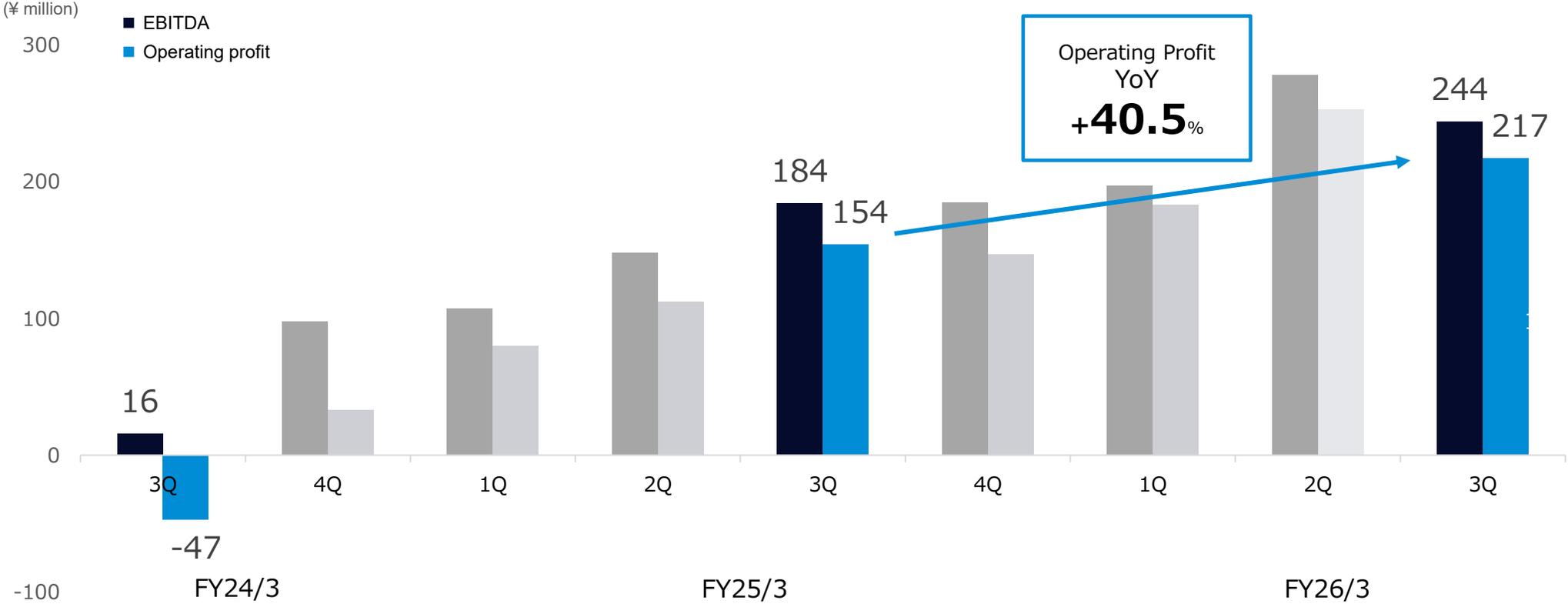
- Quarterly sales reached a record high of 6.77 billion yen.
- Driven by improvements in the profit structure, the operating profit margin improved to 3.2% from 2.4% in the same period last year (up 0.8 percentage points).



*1 The IT human resources matching business, overseas has been consolidated from 1Q FY24/3, while Other business was excluded from consolidation in FY25/3 due to a partial business transfer and withdrawal.
 *2 G2 Studio's shares were transferred in FY24/3 and excluded from consolidation from FY24/3.

FY26/3 3Q : Financial Highlights (EBITDA, Operating Profit)

- All segments fulfilled their strategic roles, driving overall group performance. Operating profit grew 40.5% YoY to 217 million yen.
- For the next fiscal year, aiming for an operating profit of 1 billion yen or more, marking the first in five fiscal years since FY2022.



FY26/3 3Q : Financial Highlights by Segment

- IT Human Resources Matching Business (Japan): Achieved record-high cumulative sales and segment profit, continuing to deliver stable earnings.
- IT Human Resources Matching Business (Overseas): Performance exceeded company forecasts; cumulative segment profit improved significantly YoY, reaching 40 million yen surplus.
- Seed tech Business: Offshore development remained strong. Despite quarterly loss due to concentrated expenses, cumulative segment profit improved significantly YoY, securing 33 million yen surplus.

(Millions of yen)		FY25/3 Nine months	FY26/3 Nine months	FY26/3 3Q	YoY Nine months	FY26/3 Forecast	
						Full-year	Progress rate
IT Human Resources Matching Business, Japan	Sales	11,324	12,465	4,217	+10.1 %	17,500	71.2 %
	Profit	924	1,022	352	+10.6 %	1,400	73.1 %
IT Human Resources Matching Business, Overseas	Sales	7,097	6,897	2,469	-2.8 %	8,700	79.3 %
	(AUD million)	70	72	25	+2.6 %	96	75.7 %
	Profit	-113	40	19	—	30	134.4 %
	(AUD million)	-0.8	0.4	0.1	—	0.3	141.6 %
Seed Tech	Sales	231	355	111	+53.8 %	400	88.9 %
	Profit	-6	33	-4	—	20	165.9 %
Group-wide Expenses and Adjustment Costs		-442	-441	-150	—	-650	—

Shareholder Returns

- Driven by profit recovery, we raised the year-end dividend to 20 yen per share, totaling 30 yen annually (3x YoY). Including share buybacks executed during the period, the total return ratio is expected to reach 73.7%.
- We remain focused on enhancing corporate value and returns aligned with earnings growth.

Dividend Trend

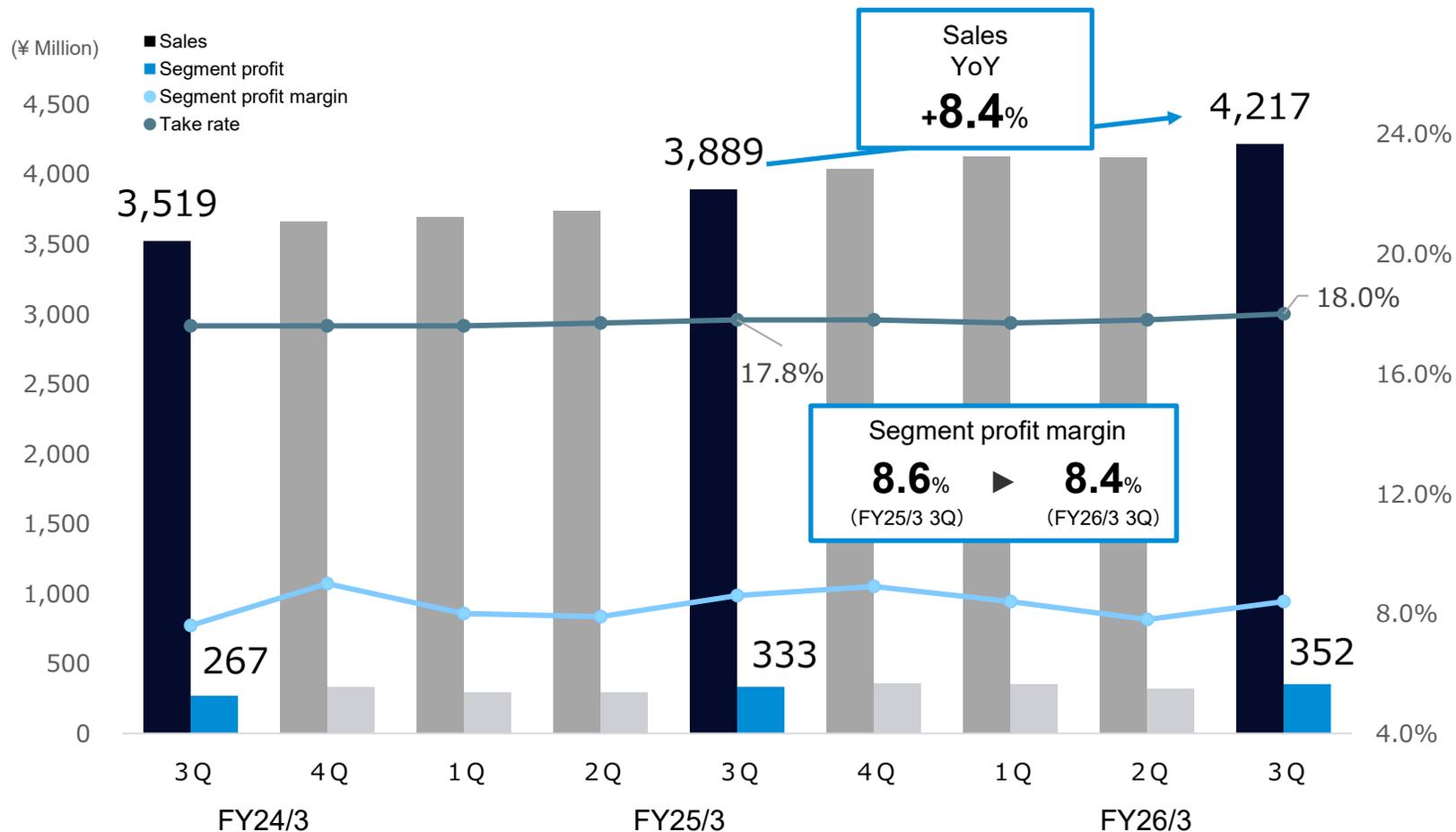
	FY25/3	FY26/3 (Initial Forecast)	FY26/3 (Revised Forecast)
Dividend per Share	10 yen	20 yen	30 yen
Total Dividends	103 Million yen	206 Million yen	305 Million yen
Payout Ratio	207.4 %	51.7 %	55.5 %
Total Return Ratio	207.4 %	51.7 %	73.7 %

Results by Segment

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IT Human Resources Matching Business, Japan (Sales, Segment Profit and Advertising Expense Ratio)

- Cumulative 3Q sales reached 12.46 billion yen (+10.1% YoY), showing steady growth.
- Cumulative segment profit for the third quarter exceeded 1 billion yen for the first time.
- Take rate in the IT freelance sector improved to 18.0% (17.8% in 2Q).



3Q (YoY)

Sales **4,217** million yen (+8.4%)

Segment Profit **352** million yen (+5.9%)

Advertising Expense Ratio **1.2** %

9M (YoY)

Sales **12,465** million yen (+10.1%)

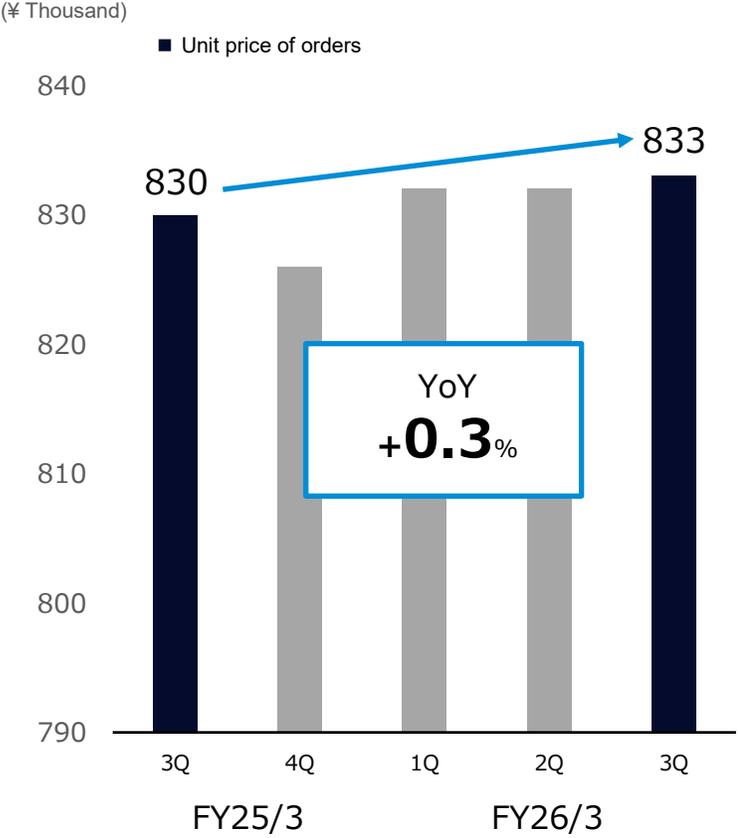
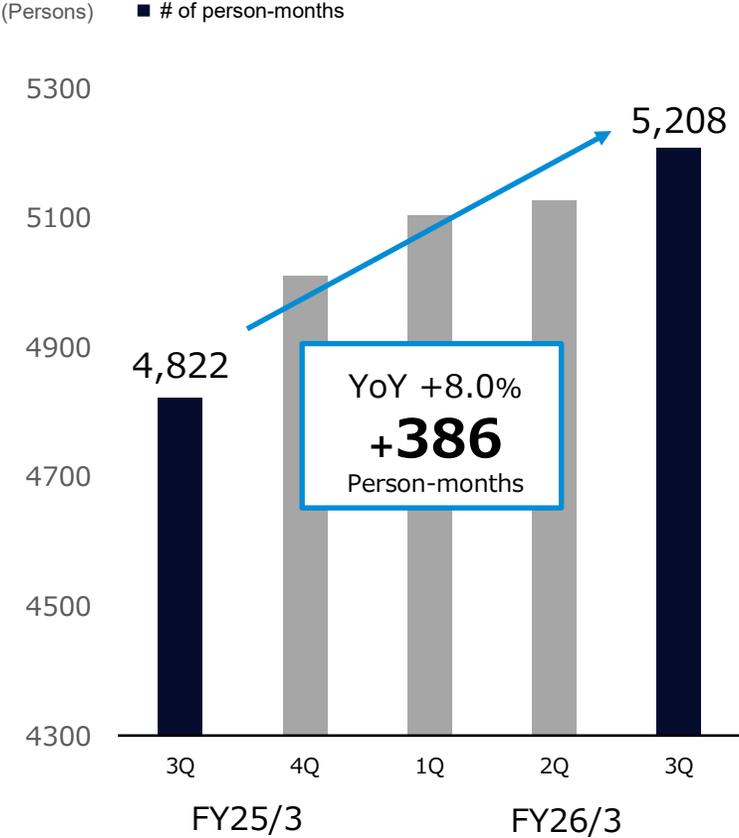
Segment Profit **1,022** million yen (+10.6%)

Advertising Expense Ratio **1.2** %

* Take rate is calculated by deducting the compensation paid to IT freelancers from the gross profit and dividing it by the total transaction volume.

IT Human Resources Matching Business, Japan (Person-months, Unit Price of Orders)

- Person-months returned to growth in 3Q after a flat 2Q, exceeding 15,000 on cumulative basis.
- Cumulative unit price of orders remained on an upward trend at 832,000 yen (+0.6% YoY).
- Despite softening market conditions, demand for high-skilled AI talent remains strong. Growth in unit prices and take rates is driving profit increases. Job-to-applicant ratio is 6.74x (9.63x in the same period last year).



3Q (YoY)

Number of person-months **5,208** (+8.0%)

Unit Price of Orders **833** thousand yen (+0.3%)

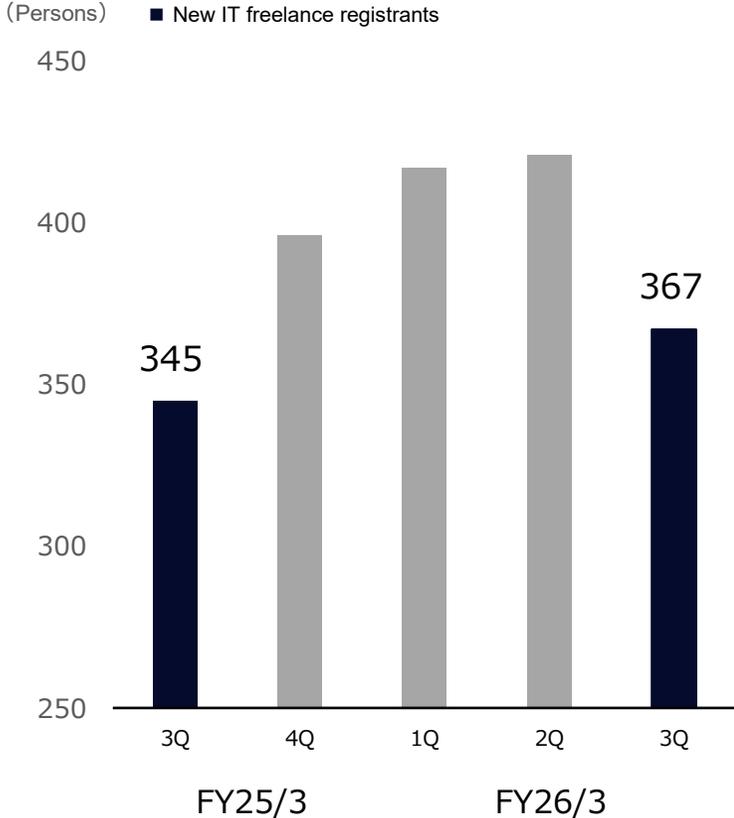
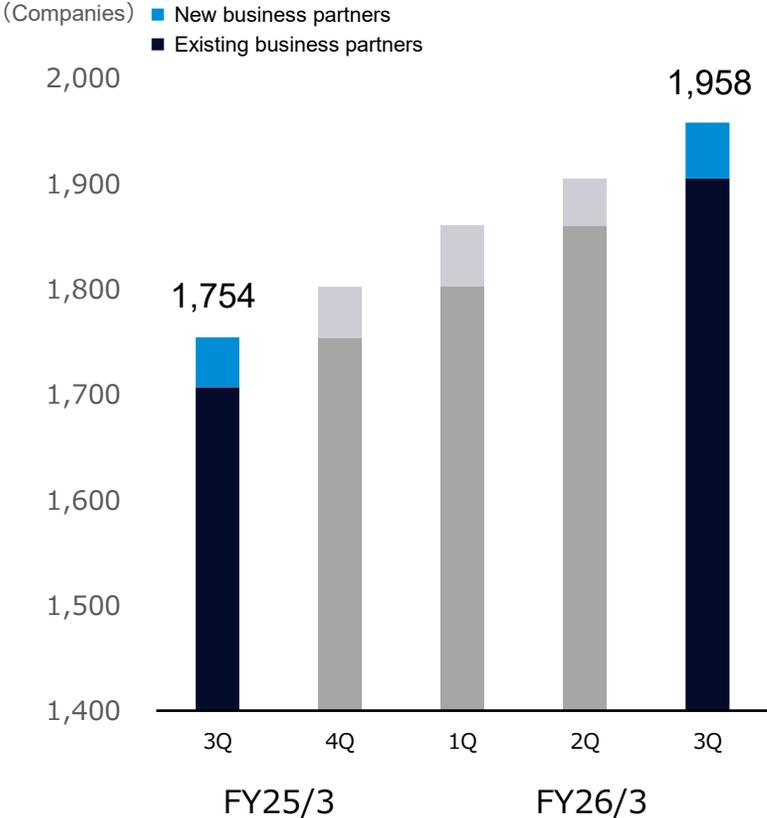
9M (YoY)

Number of person-months **15,438** (+9.4%)

Unit Price of Orders **832** thousand yen (+0.6%)

IT Human Resources Matching Business, Japan (New Business Partners, New IT Freelance Registrants)

- The number of new business partners increased by 53, bringing the cumulative total to 1,958.
- The number of new IT freelance registrants reached a cumulative total of 1,205, maintaining steady growth while effectively managing advertising expenses.



3Q

Number of Business Partners **53**

Number of New Registrants **367**

9M

Number of Business Partners **156**

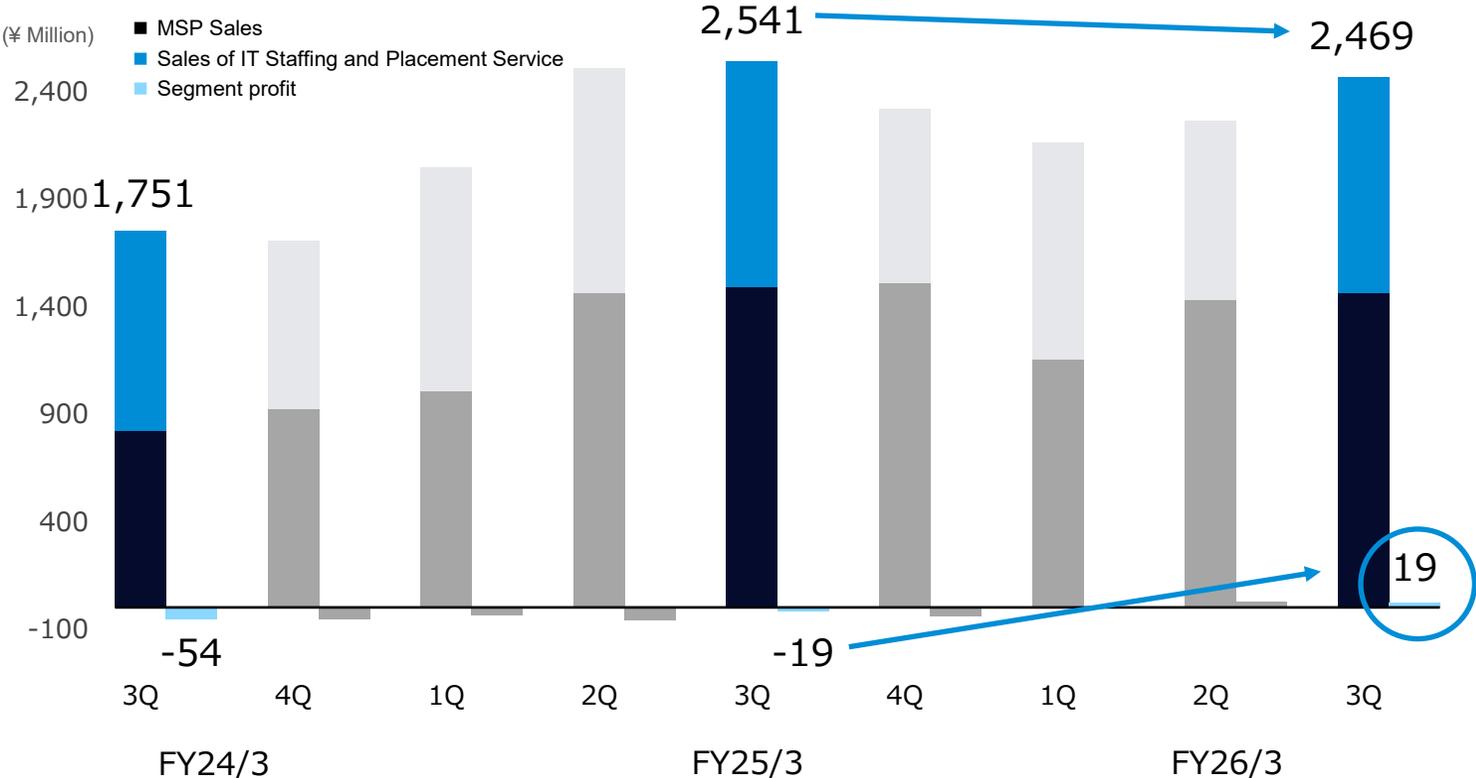
Number of New Registrants **1,205**

IT Human Resources Matching Business, Overseas (Sales, EBITDA and Segment Profit)

- Sales for the 3Q consolidated period (July–September) decreased 2.9% YoY; however, segment profit reached 19 million yen, representing a significant turnaround as structural reforms took effect.
- Although the 4Q forecast factors in a seasonal hiring slowdown due to the local holiday season, we remain on track to achieve our full-year segment profit target.

3Q		(YoY)
Sales	2,469	million yen (-2.9%)
Segment Profit	19	million yen (-)

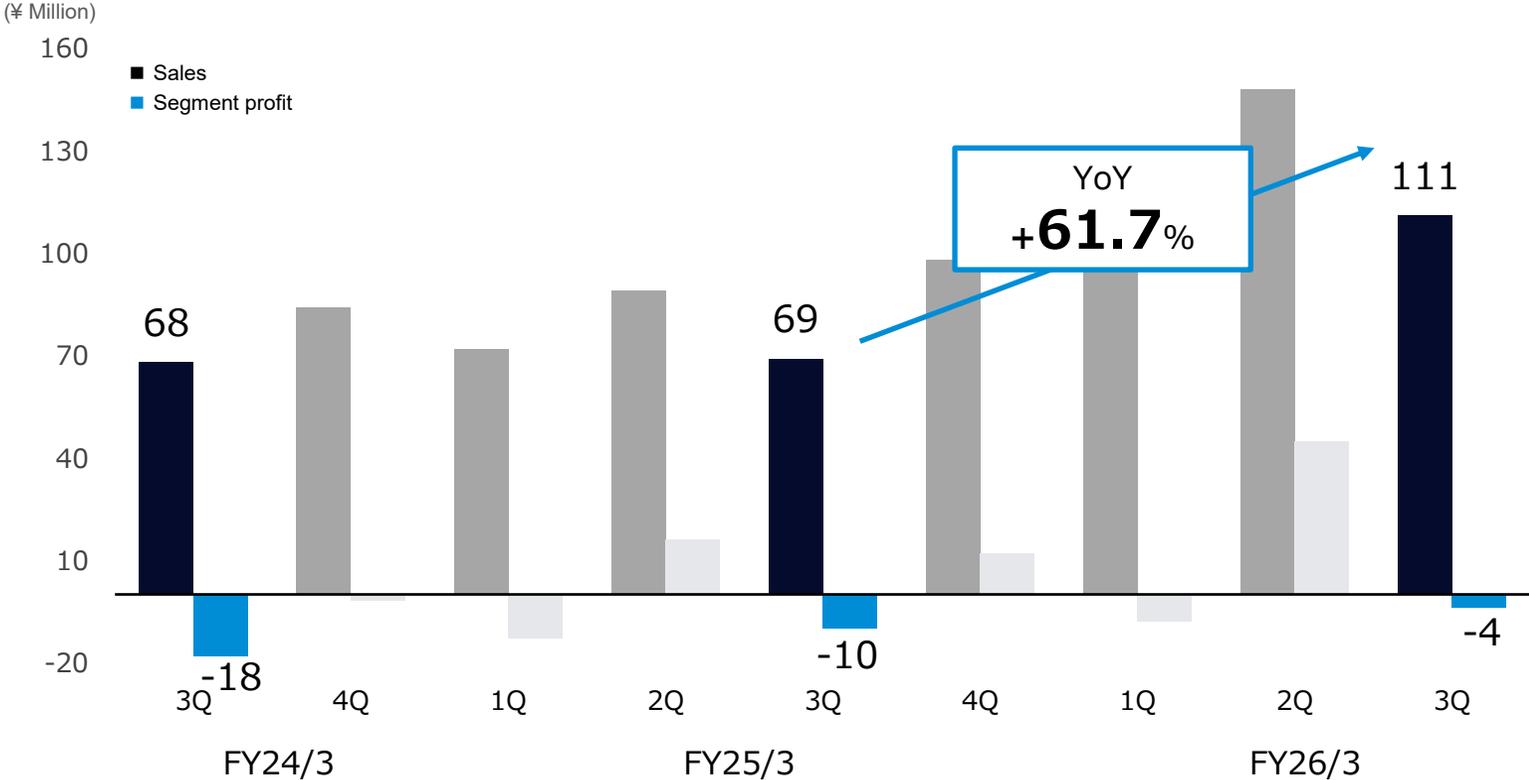
9M		(YoY)
Sales	6,897	million yen (-2.8%)
Segment Profit	40	million yen (-)



* The consolidation accounting period for Launch is from April to June. Performance is converted into JPY at the average rate of JPY 94.88 to AUD 1. The assumed exchange rate is JPY 95 to AUD 1.

Seed Tech Business (Sales, Segment Profit)

- 3Q sales achieved high growth, increasing 61.7% YoY, driven by the steady performance of offshore development.
- While 3Q segment profit was negative due to expenses concentrated in this quarter, cumulative profit improved significantly from the previous year's deficit to 33 million yen surplus.
- Currently in an investment phase to expand the "Digishoku" service for future business growth.



3Q	(YoY)
Sales	111 million yen (+61.7%)
Segment Profit	-4 million yen (-)

9M	(YoY)
Sales	355 million yen (+53.8%)
Segment Profit	33 million yen (-)

New Initiatives

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Digishoku: Driving Digital Transformation for SMEs

Target Market

- SMEs account for 99.7% of Japanese companies—a massive potential market.
- Companies face severe headwinds from rising prices, interest rates, and labor shortages.
- Despite DX being seen as a growth investments, successful implementation remains rare.

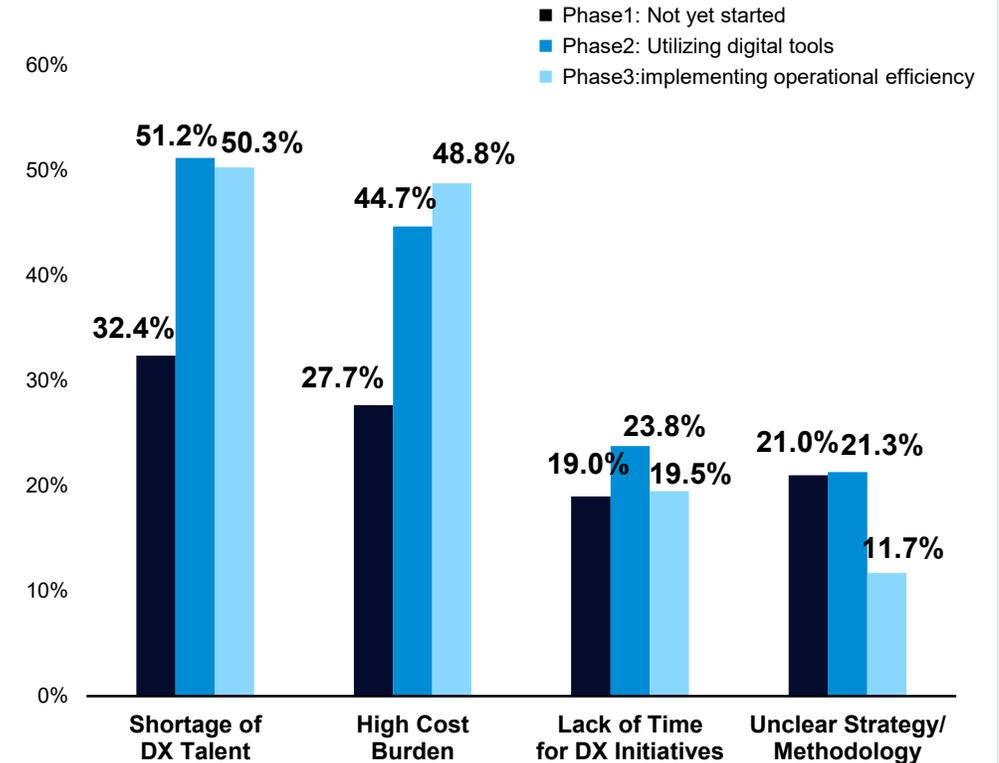
Customer Challenges

- Shortage of DX talent and soaring recruitment costs.
- Lack of internal know-how and expertise.
- High costs and mismatch with conventional consultants whose services are limited to advisory.

Value Proposition of “Digishoku”

- Hands-on Support: Beyond mere proposals, our “execution-focused professionals” work alongside your team.
- Cost-Effective & Rapid: Achieve transformation faster and more cost-effectively than recruiting and training DX talent from scratch in-house.
- Adaptive DX: Optimized DX promotion tailored to each company's specific digital maturity or DX phase.

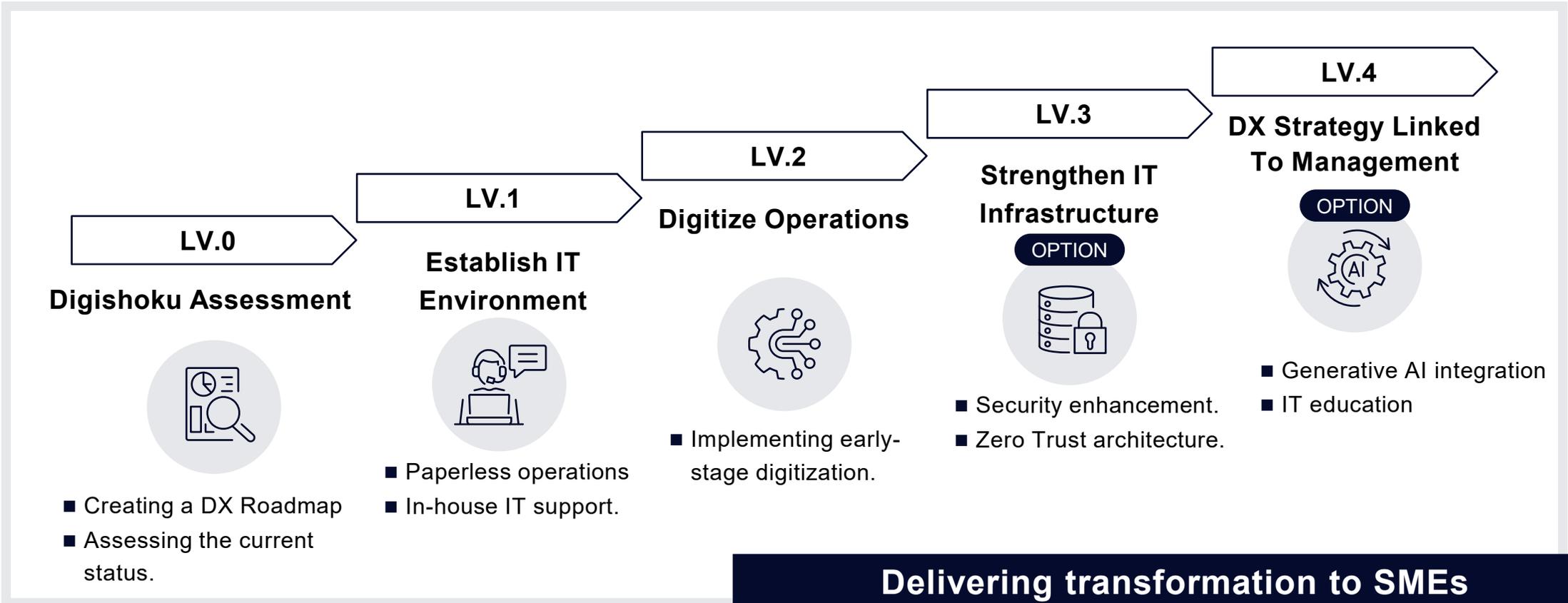
Challenges in SME Digital Transformation



* Prepared by GEECHS based on the "2025 White Paper on Small and Medium Enterprises in Japan" (Japanese only). Data aggregated for companies in the initial to progressive stages of DX promotion (Phases 1–3).

Service Overview: Digishoku

- “Digishoku” acts as a “hands-on execution partner” for SME digital transformation, providing work-ready DX and AI talent.
- We offer comprehensive support—from visualizing challenges through "Digishoku Assessment" to IT infrastructure setup, operational improvement, and generative AI utilization—bridging the gap between management and the frontlines to drive digitalization.



Appendix

5

GEECHS

[geek × tech]

Partnering with technological groups with a wealth of eminent expertise in the IT and Internet fields, GEECHS supports the work styles of all those involved to provide all sorts of value through our technologies.

GEECHS IT Talent Ecosystem

■ Contribute to all Japanese companies with digital talent

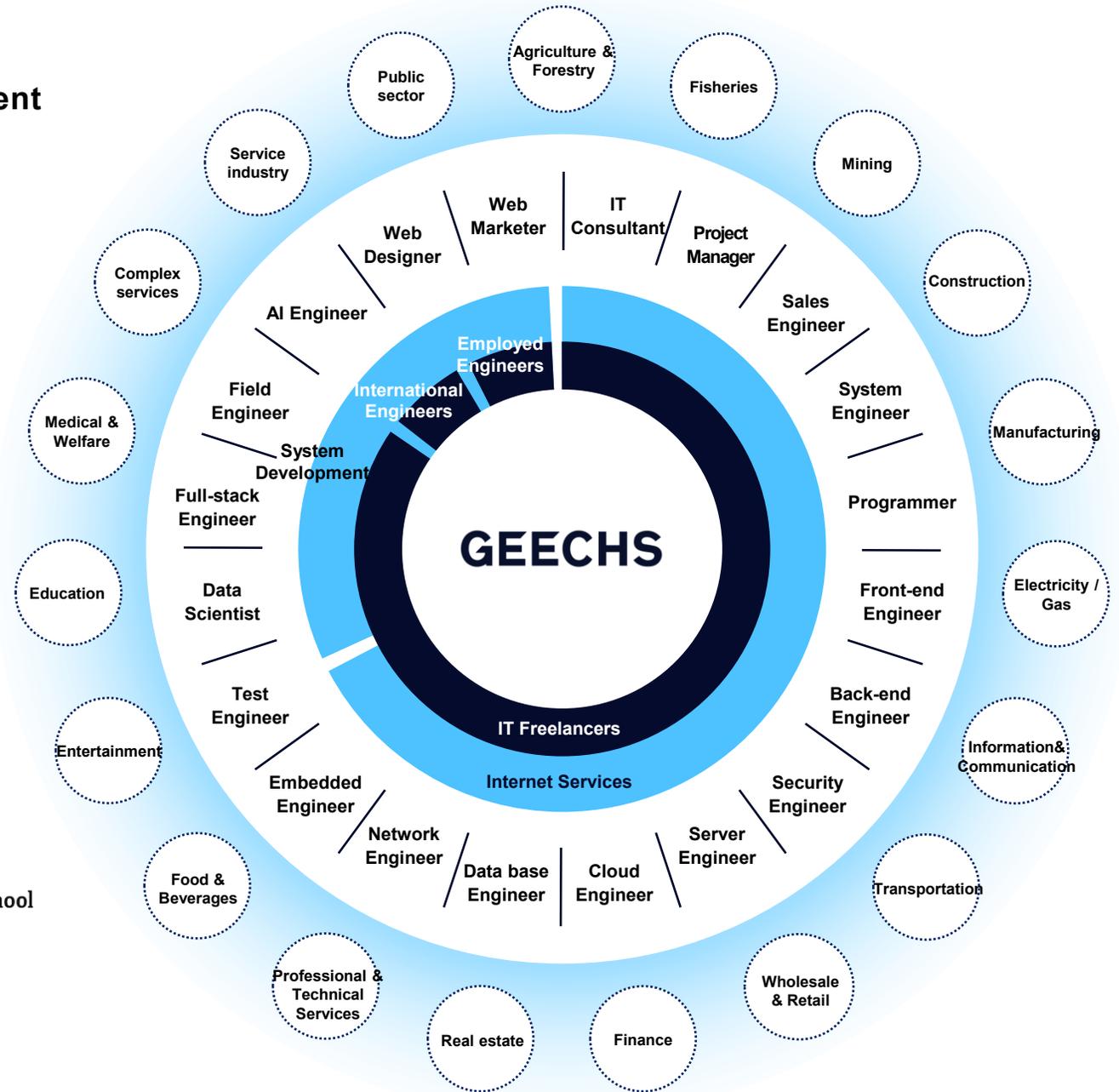
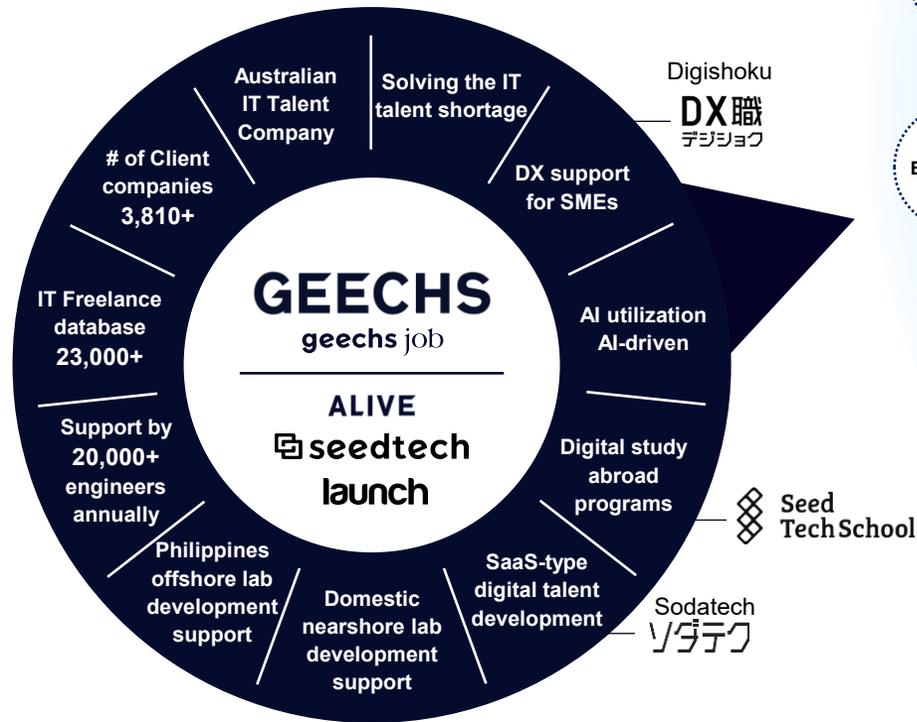
Our mission is to solve Japan's IT human resources shortage and provide value through the power of digital talent.

■ Support diverse work styles for digital talent

We support optimal talent placement and career mobility according to life stages and career design.

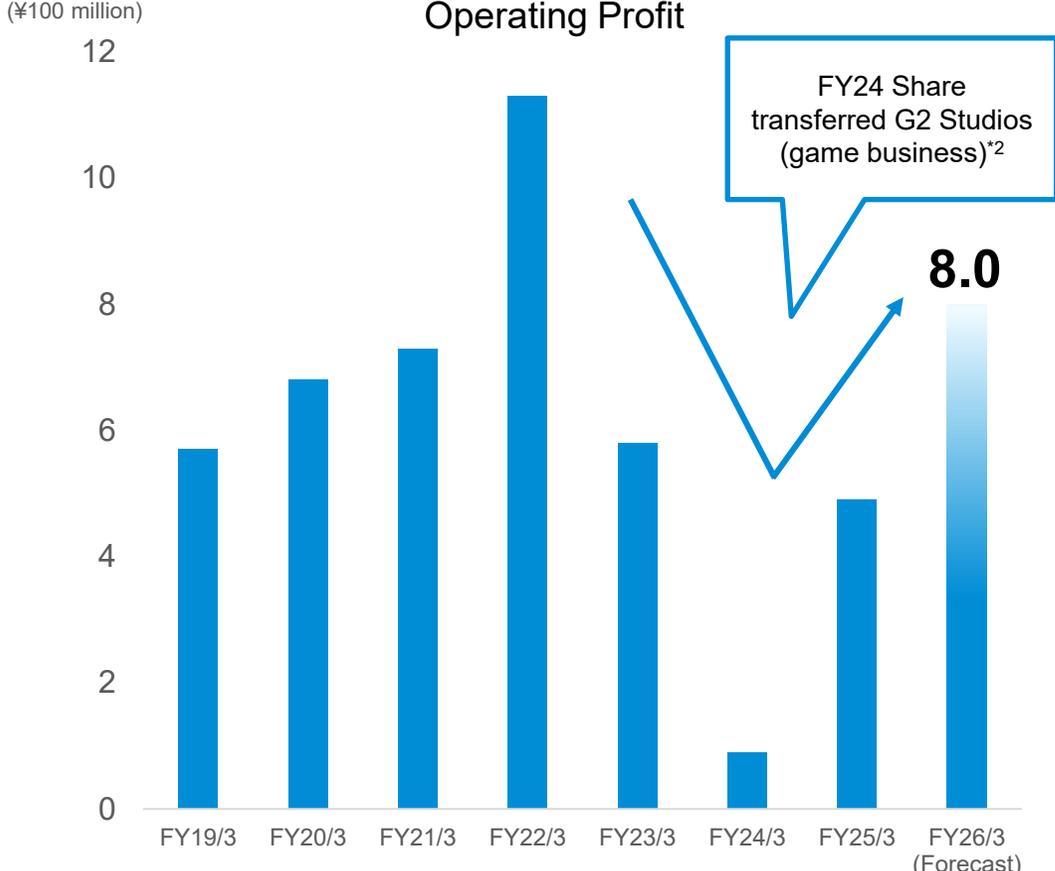
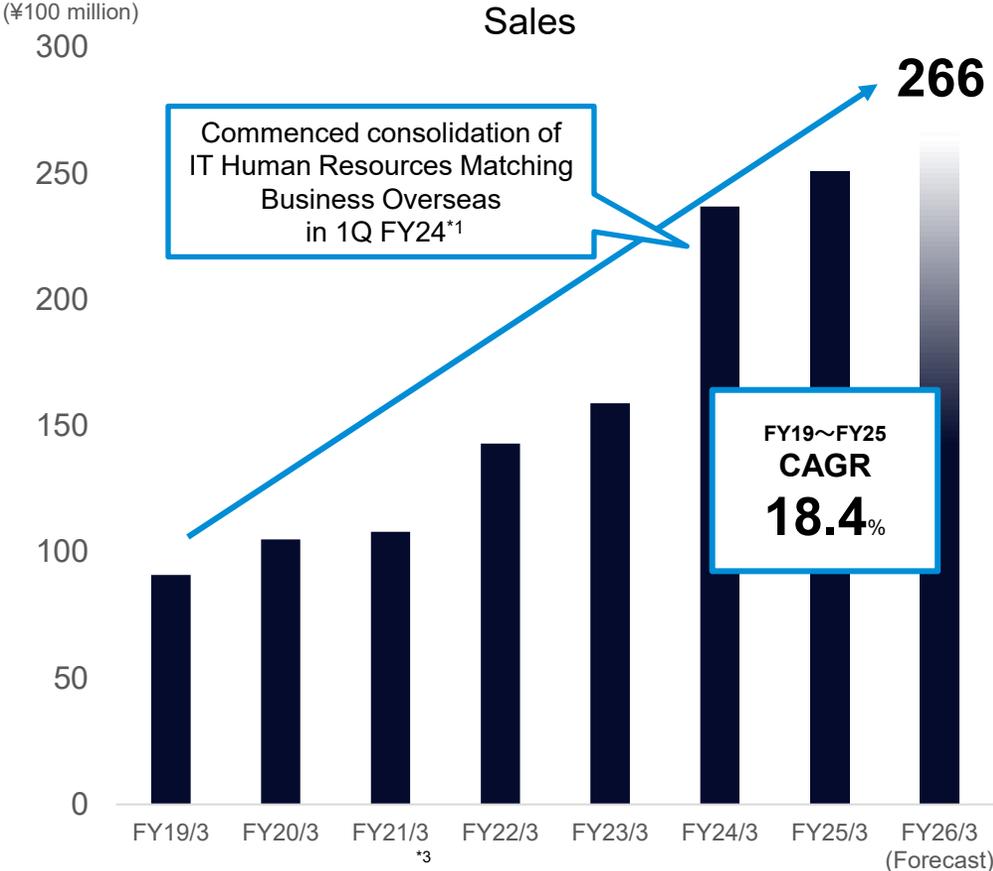
■ Skill-up support for non-engineers

We provide digital education to non-engineers, create new career paths, and work to expand the base of digital talent.



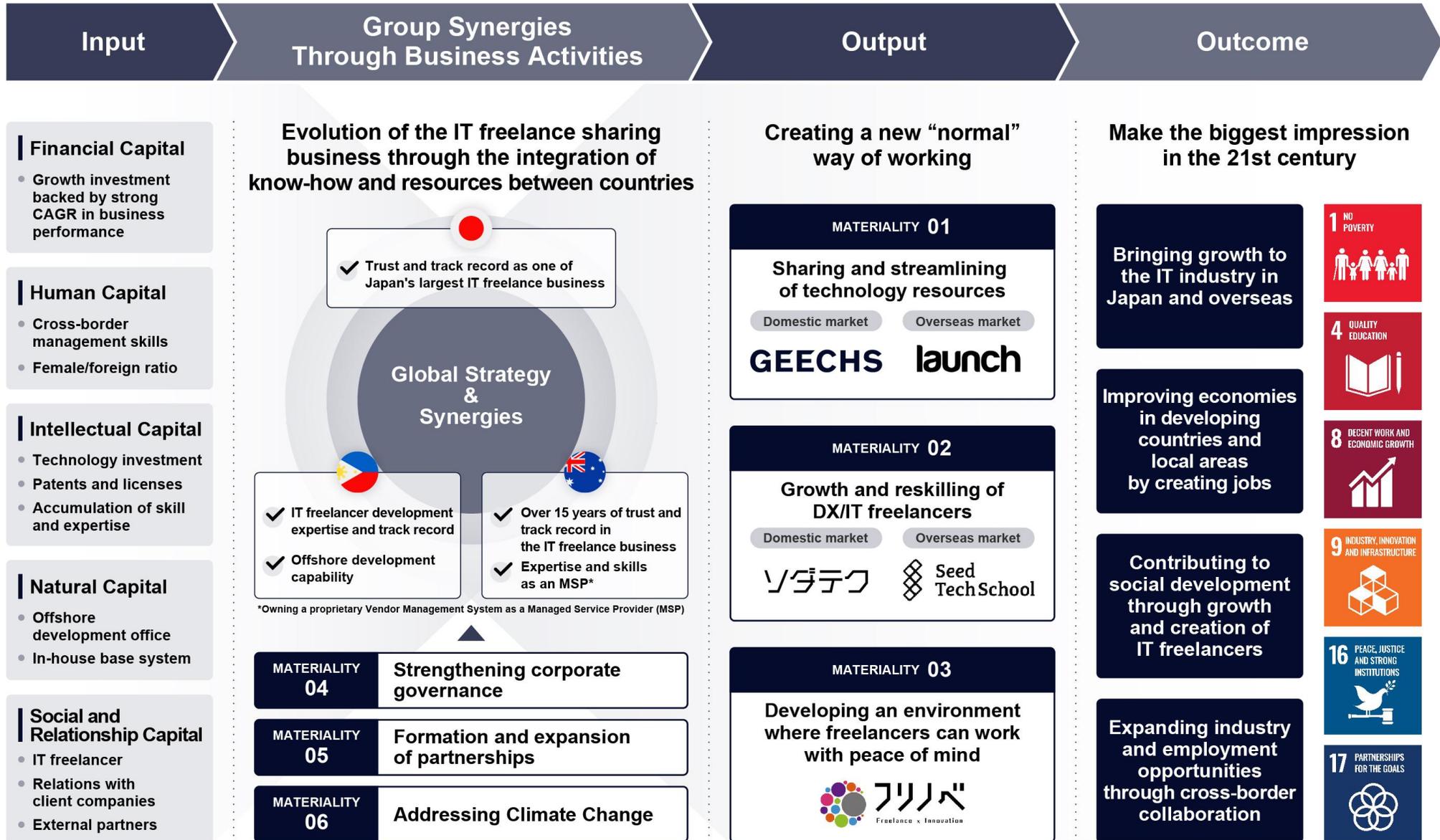
Performance Trend since IPO (Sales, Operating Profit)

- Since our IPO in March 2019, we have delivered steady, upward growth, and remain focused on growing our core IT human resources matching business Japan.
- From 1Q of FY2024, the IT human resources matching business overseas was consolidated through M&A. Meanwhile, we executed a share transfer of G2 Studios, which had posted a significant loss by the end of March 2024. Through this restructuring of its business portfolio, the company achieved a V-shaped recovery in profits in FY2025, led by the IT human resources matching business Japan.



*1 Started consolidation of IT human resources matching business overseas from 1Q FY24/3.
 *2 G2 Studio's shares were transferred in the end of March 2024 and excluded from consolidation from FY24/3.
 *3 Since the revenue recognition standard was changed from FY22/3, sales figures for FY21/3 and before were prepared based on transaction volume.

GEECHS Social Impact Flow



IT Human Resources Matching Business, Japan

geechs job
(Freelance)

IT freelancers' registrations
23,000+

Client Companies
3,810



ROOT
In-house system

Strength

- Matching capabilities based on proprietary data and know-how accumulated since the company's founding.
- Commitment to accurately understanding the needs of clients at the level of their HR staff.
- Ability to support and mentor engineers, providing guidance throughout their careers.

Transition from
freelance to employee

Hybrid team proposal
including freelancers

ALIVE
(Full-time)

“Full-time x Long-term”
IT Staffing Company



Strength

- Stable, long-term assignments with enterprise clients.
- Professional personnel aligned with supporting the client's growth strategy.
- Hybrid team proposals tailored to client needs, with a focus on full-time employees

1. Proven Track as IT Freelance Agent

With years of experience as a leading IT freelance agency, we maintain strong relationships with top-tier enterprise clients. Over 23,000 selected, high skilled IT freelancers are registered.

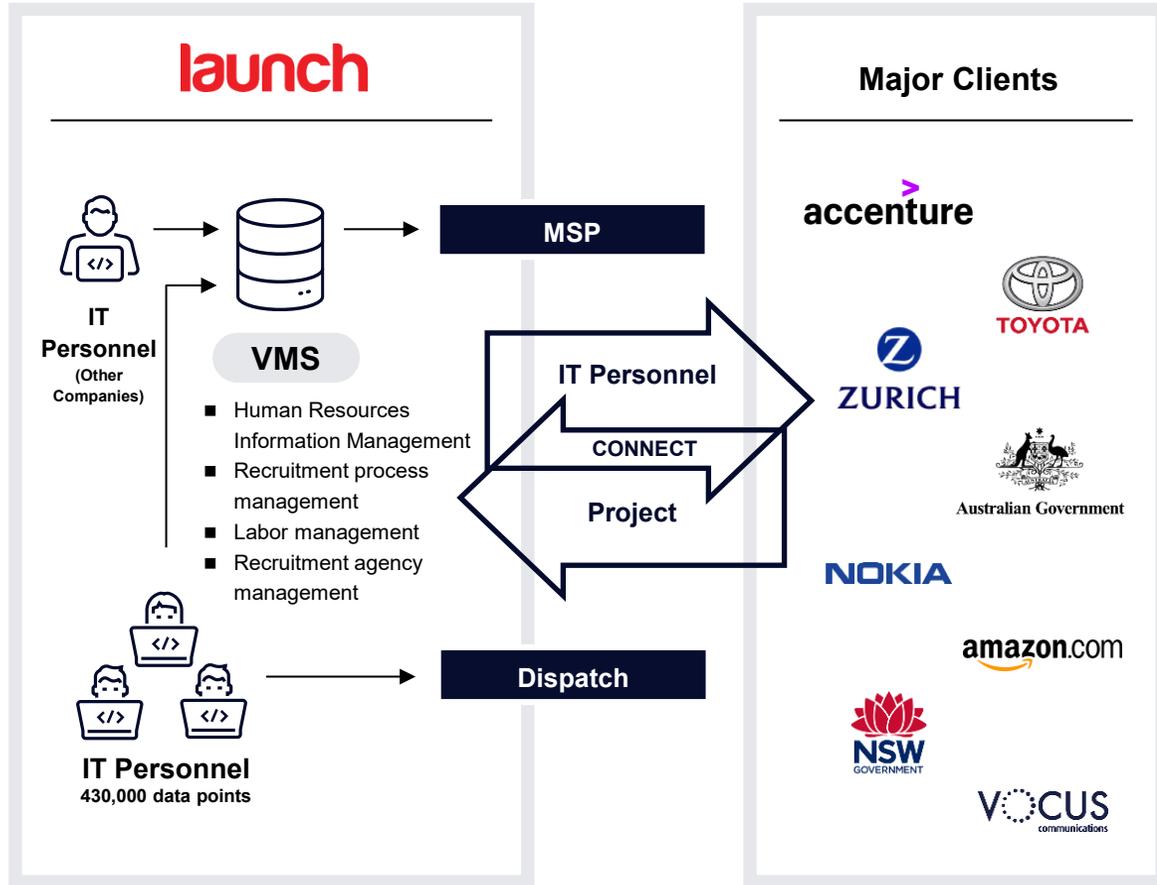
2. Hybrid Solutions Combining Full-Time Employees and IT Freelancers

We provide ongoing, hands-on support to enterprise clients to solve their challenges through long-term engagement. Our flexible hybrid teams, combining full-time engineers and freelancers, enable agile solutions.

3. Support Beyond Employment Type

We provide seamless transitions from freelance to full-time employment, establishing a sustainable talent circulation model tailored to each IT professional's career stage.

IT Human Resources Matching Business, Overseas (Launch Group)



1. Australian IT Staffing Service Pioneer

Established in 2006, trusted IT human resources service provider with a proven track record. Over 50% of our clients have maintained continuous business relationships with us for more than 5 years.

2. A Rich and Highly Specialized IT Talent Database

With a database of over 430,000 IT professionals, we manage more than 7,500 person-months of IT talent annually. Our talent pool spans a wide range of IT fields, including infrastructure & cloud, software development, and security.

3. Expansion of IT staffing, recruitment, and MSP Services.

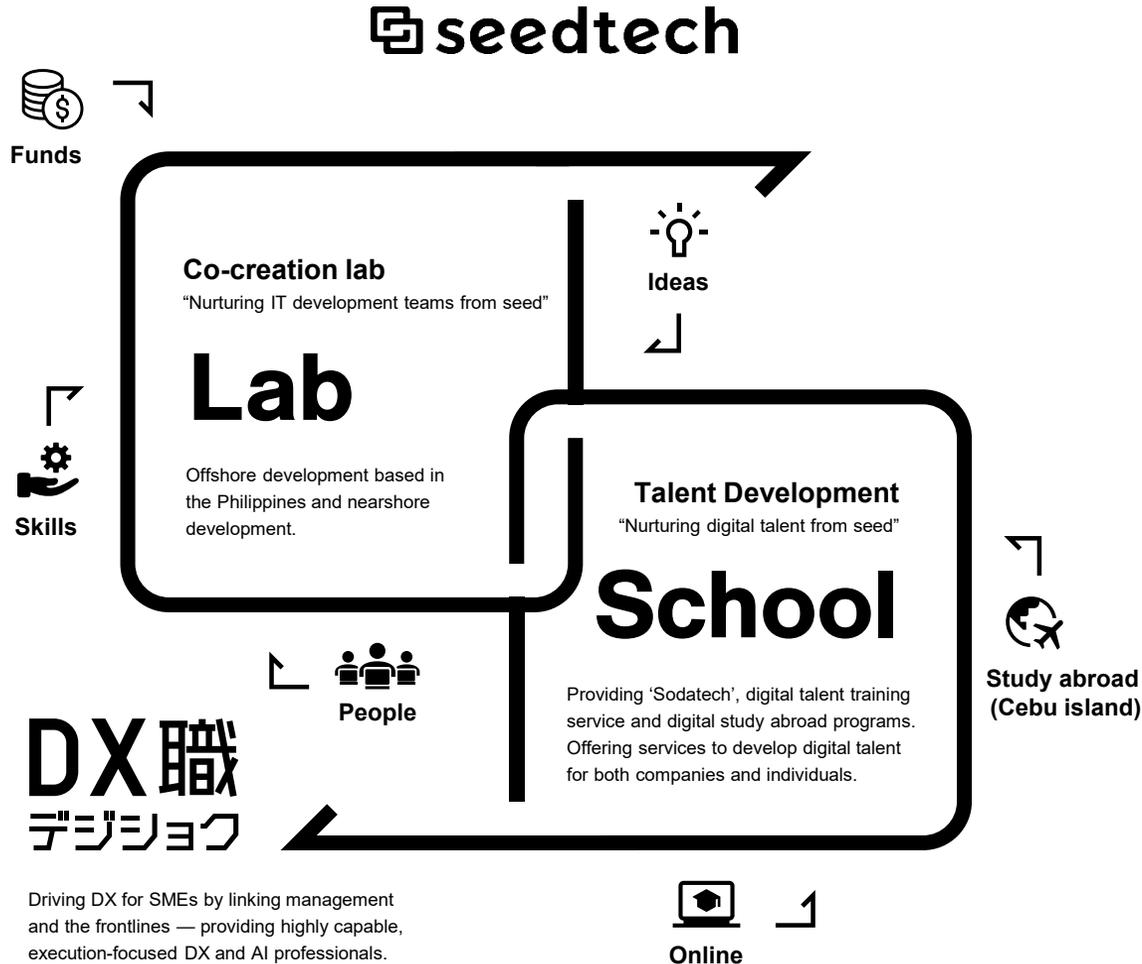
In addition to IT staffing and recruitment, we offer comprehensive support throughout the entire talent acquisition process through MSP services, establishing long-term contractual relationships and building a strong client base. Through our proprietary VMS, we address the challenges of managing casual employment and onsite talent, ensuring stable and efficient service delivery.

* MSP : Managed Services Providers

* VMS: Vendor Management System

A comprehensive talent management solution that handles the entire process from marketing to contract for client talent acquisition

Seed Tech



1. Nurturing Digital Talent from the "Seed"

[Sodatech: IT, DX, and AI talent development service]

A SaaS-based talent development platform offering over 500 training videos for both corporate and individual users. Sodatech supports a wide range of learners—from non-IT professionals and beginners to developing digital talent capable of thriving in real-world settings.

[Digital Study Abroad]

An intensive, short-term, bootcamp-style program conducted overseas, combining English language learning with training in programming and digital skills. The program provides end-to-end support—from training through career transitions and side jobs—nurturing globally competitive digital talent.

2. Digital Talent Provision Service for SMEs

We provide execution-focused DX and AI professionals who work closely with companies to solve their business challenges, with our own cultivated digital talent at the core. By solving challenges from the upstream, we organically link DX support, system development, and talent development to maximize value creation.

3. Co-Creation Lab with Global Development Team

We provide high-performing development teams composed of engineers in both Japan and overseas. From recruitment and training to team management, we offer comprehensive support to build long-term, success teams that drive business growth.

Taking the world forward with the power of technology

Nurturing IT development team and digital talent from seed by focusing on development and education.

Performance Highlights

Fiscal Year-End		FY23/3	FY24/3	FY25/3	FY26/3 3Q	FY26/3 Forecast
Sales	(Thousand yen)	15,997,838	23,739,835	25,162,448	19,667,845	26,600,000
EBITDA	(Thousand yen)	651,393	362,120	625,903	720,973	880,000
Operating profit	(Thousand yen)	589,410	90,859	495,539	654,744	800,000
Ordinary profit	(Thousand yen)	567,920	82,483	494,535	633,709	770,000
Profit attributable to owners of parent	(Thousand yen)	244,215	-1,473,379	49,795	491,573	550,000
Comprehensive profit	(Thousand yen)	239,739	-1,516,051	-104,464	493,116	–
Capital	(Thousand yen)	1,109,972	1,112,183	1,112,363	1,112,363	–
Net assets	(Thousand yen)	4,687,486	3,070,641	2,871,147	2,888,557	–
Total assets	(Thousand yen)	8,999,379	7,174,136	7,374,904	7,624,266	–
Net asset per share	(Yen)	441.05	272.09	267.71	–	–
Net profit per share	(Yen)	23.20	-142.75	4.82	47.82	53.66
Capital adequacy ratio	(%)	47.7	39.2	37.5	37.8	–
Return on equity	(%)	5.6	-41.5	1.8	–	–
Cash flow from operating activities	(Thousand yen)	688,038	-3,827	46,813	–	–
Cash flow from investing activities	(Thousand yen)	-1,560,893	317,149	-418,942	–	–
Cash flow from financing activities	(Thousand yen)	1,274,450	-330,211	226,952	–	–
Cash and cash equivalents at end of period	(Thousand yen)	3,755,033	3,749,726	3,606,612	–	–
Employees	(Persons)	444	268	290	299	–

Supplemental Data (IT Human Resources Matching Business, Japan)

Fiscal Year-End	FY2025/3					FY2026/3		
	1Q	2Q	3Q	4Q	Full-year	1Q	2Q	3Q
Sales (Thousand yen)	3,694,229	3,740,740	3,889,417	4,038,811	15,363,198	4,127,455	4,121,220	4,217,214
Advertising expense (Thousand yen)	46,684	42,458	49,159	43,376	181,679	47,835	49,687	49,472
Advertising expense ratio (%)	1.3%	1.1%	1.3%	1.1%	1.2%	1.2%	1.2%	1.2%
Segment profit (Thousand yen)	295,536	296,183	333,104	359,266	1,284,091	348,206	322,000	352,740
Segment profit margin (%)	8.0%	7.9%	8.6%	8.9%	8.4%	8.4%	7.8%	8.4%
Person-months (Person-months)	4,626	4,666	4,822	5,011	19,125	5,104	5,126	5,208
Unit price of orders (Thousand yen)	824	826	830	826	827	832	832	833
New business partners (Companies)	37	48	47	48	180	58	45	53
IT Freelance Only								
Take rate (%)	17.6%	17.7%	17.8%	17.8%	17.7%	17.7%	17.8%	18.0%
Newly registered IT freelancers (Persons)	419	383	345	396	1,543	417	421	367

*Make the biggest impression
in the 21st century*

Disclaimer

The financial information contained herein is unaudited.

The information contained in this presentation is based on a number of assumptions.

These statements are not intended to assure or guarantee the achievement of future numerical targets or measures.

Please note that actual results may differ due to various factors.

We are not under any obligation to update or revise the forward-looking statements in this report even if new information or events come to light in the future.

GEECHS

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