

Financial Results Briefing

The 1st Quarter of
the Fiscal Year Ending March 31, 2026

Aug 8, 2025

GEECHS Inc.

TSE Standard Market: 7060

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Financial Highlights

**Financial Highlights
for FY2026/3 1Q**

1

Key Messages

FY2026/3 1Q Financial Highlights

- Sales reached 6.37 billion yen (+9.4% YoY)
- Operating profit reached **183** million yen (**+127.9%** YoY)
- The IT Human Resources Matching business (Japan), our core segment, drove the Group's growth, while Seed Tech business also exceeded the company's plan. As a result, operating profit for the first quarter reached a record high.

FY2026/3 1Q Initiatives

- Following the business portfolio restructuring carried out in previous years, the company has started this fiscal year as the 'New Geechs,' specializing in the IT Human Resources business.
- At Seed Tech, preparations were made to launch a digital talent service for SMEs and the service 'Digishoku' was launched on July 7.

FY2026/3 Revision of Earning Forecast

- A special gain of 74 million yen was recorded in the second quarter due to the cancellation of unexercised stock options for officers and employees.
- As a result, the net profit forecast for the FY2026/3 was revised upward to 474 million yen (announced on July 31, 2025).

FY26/3 1Q : Financial Highlights

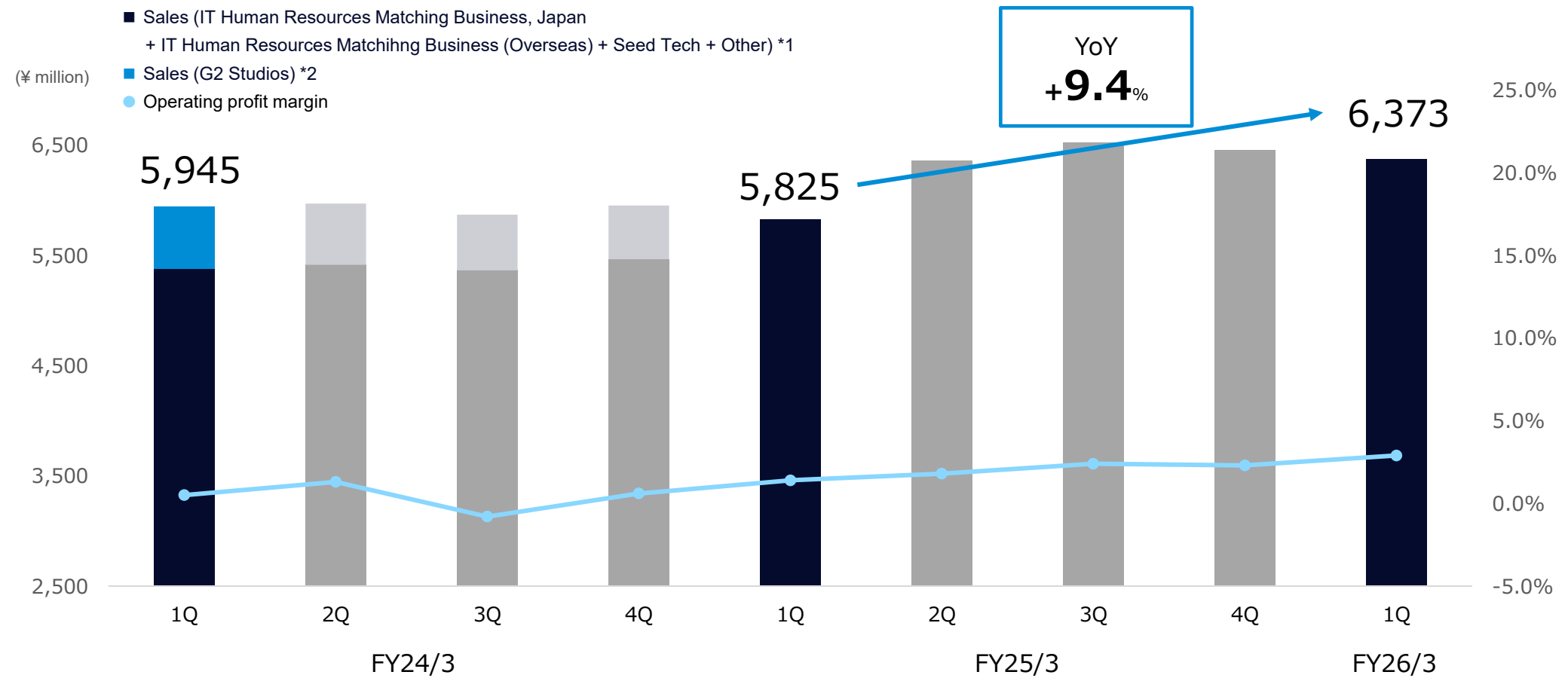
- With revenue of 6.37 billion yen (up 9.4% YoY) and operating profit of 183 million yen (up 127.9% YoY), performance is off to a strong start. The operating profit progress rate exceeded 26% of the full-year plan at the end of the first quarter is the highest on record.
- Following a period of business portfolio restructuring, the foundation for further growth is now in place.

(Millions of yen)	FY25/3 1Q	FY26/3 1Q	YoY	FY26/3 1H Forecast	FY26/3 Forecast	
					Full-year	Progress rate
Sales	5,825	6,373	+9.4 %	12,200	26,600	24.0 %
EBITDA	107	197	+84.2 %	330	780	25.4 %
Operating income	80	183	+127.9 %	300	700	26.3 %
Ordinary income	84	180	+114.7 %	280	660	27.4 %
Net income*	58	114	+94.0 %	244	474	24.1 %

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

FY26/3 1Q : Financial Highlights (Gross Sales, Operating Profit Margin)

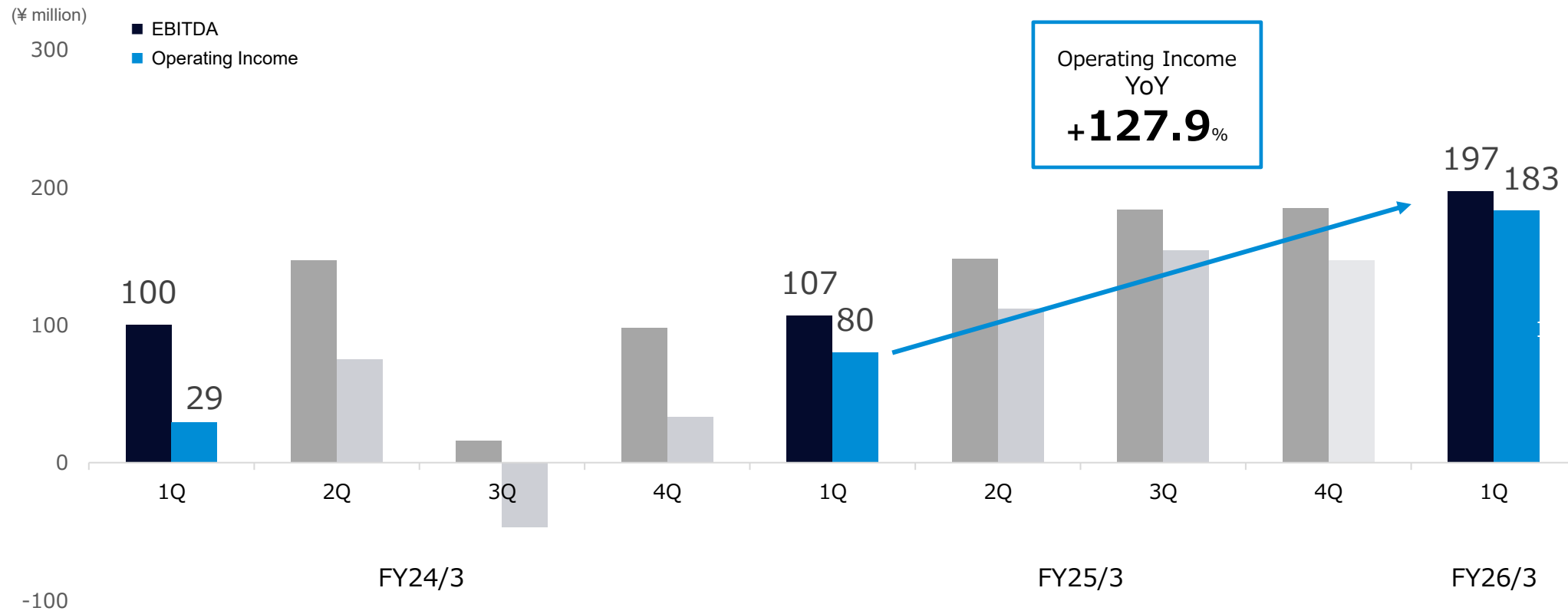
- Sales for the first quarter reached 6.37 billion yen, an increase of 540 million yen from 5.82 billion yen in the same period of the previous year, showing continued growth.
- The operating profit margin rose 1.5% (from 1.4% to 2.9%), reflecting a steady recovery in profitability.



*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 1Q : Financial Highlights (EBITDA, Operating Profit)

- Operating profit at the end of the first quarter reached a record high. Compared to the same period of the previous year, operating profit increased by 127.9% and EBITDA by 84.2%, marking significant growth.
- The business portfolio restructuring carried out in previous years has improved profitability, enabling more stable profits.



FY26/3 1Q : Financial Highlights by Segment

- The IT human resources matching business (Japan) recorded its highest-ever sales at 4.12 billion yen, with segment profit increasing by 17.8% YoY, driving overall group growth.
- The IT human resources matching business (Overseas) posted sales of 2.16 billion yen and a segment loss, but results were in line with the company's plan.
- Seed Tech business exceeded its plan for the first quarter, supported by an increase in offshore development orders.

(Millions of yen)		FY25/3 1Q	FY26/3 1Q	YoY	FY26/3 Forecast	
					Full-year	Progress rate
IT Human Resources Matching Business, Japan	Sales	3,694	4,127	+11.7 %	17,500	23.6 %
	Income	295	348	+17.8 %	1,400	24.9 %
IT Human Resources Matching Business, Overseas	Sales	2,048	2,163	+5.6 %	8,700	24.9 %
	(AUD million)	20	22	+7.7 %	96	23.5 %
	Income	-36	-4	—	-30	—
	(AUD million)	-0.2	0	—	-0.3	—
Seed Tech	Sales	72	95	+31.0 %	400	23.8 %
	Income	-13	-8	—	10	—
Group-wide Expenses and Adjustment Costs		-155	-151	—	-680	—

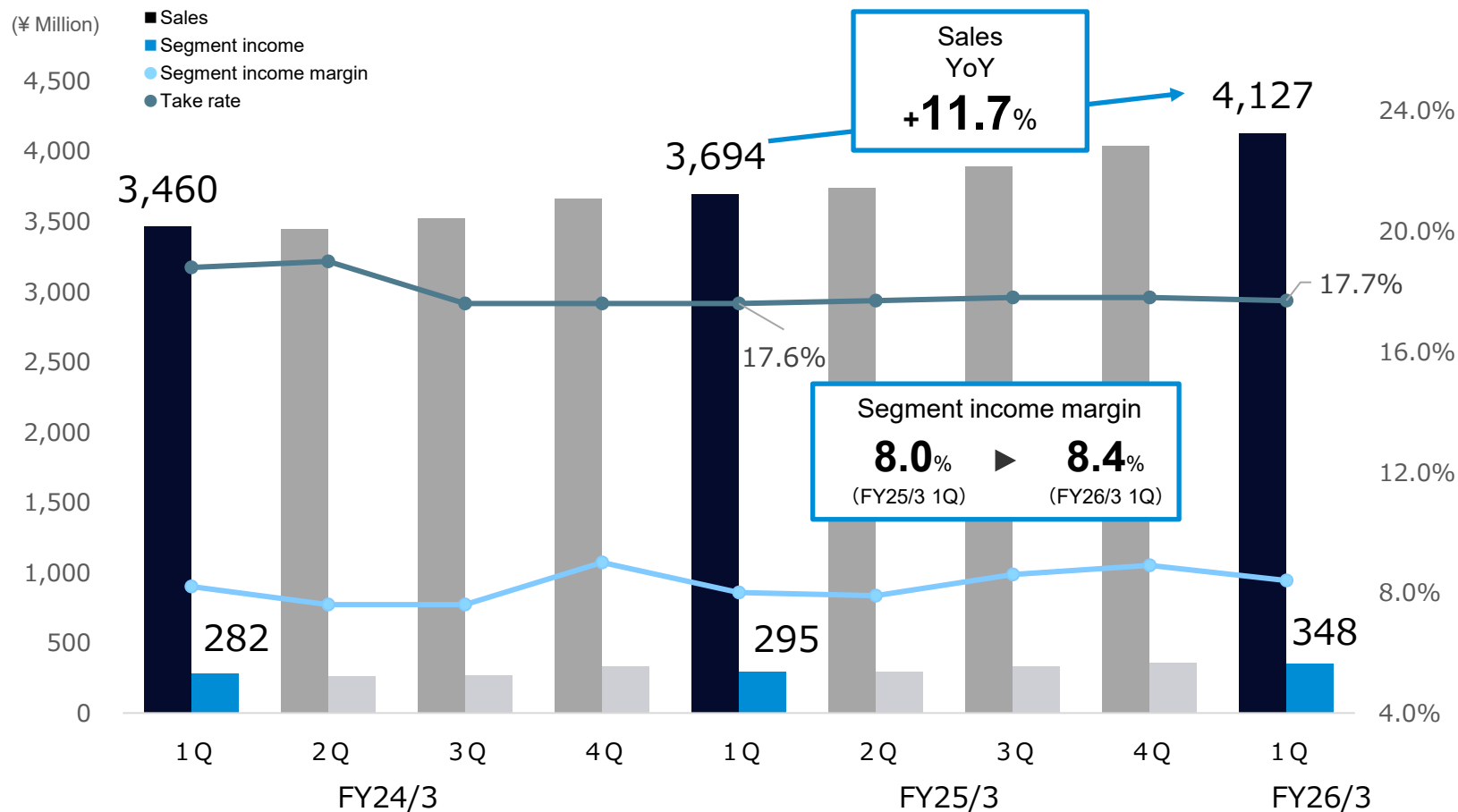
Results by Segment

**Financial Results
by Segment**

2

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

- The first quarter sales reached 4.12 billion yen (up 11.7% YoY), setting a new quarterly record.
- By strategically leveraging generative AI, mid-career hiring was selectively reduced, contributing to an upward trend in the operating profit margin compared to the same period last year.
- The take rate in the IT freelance segment remained stable at 17.7% (17.8% in the 4Q of FY25/3).



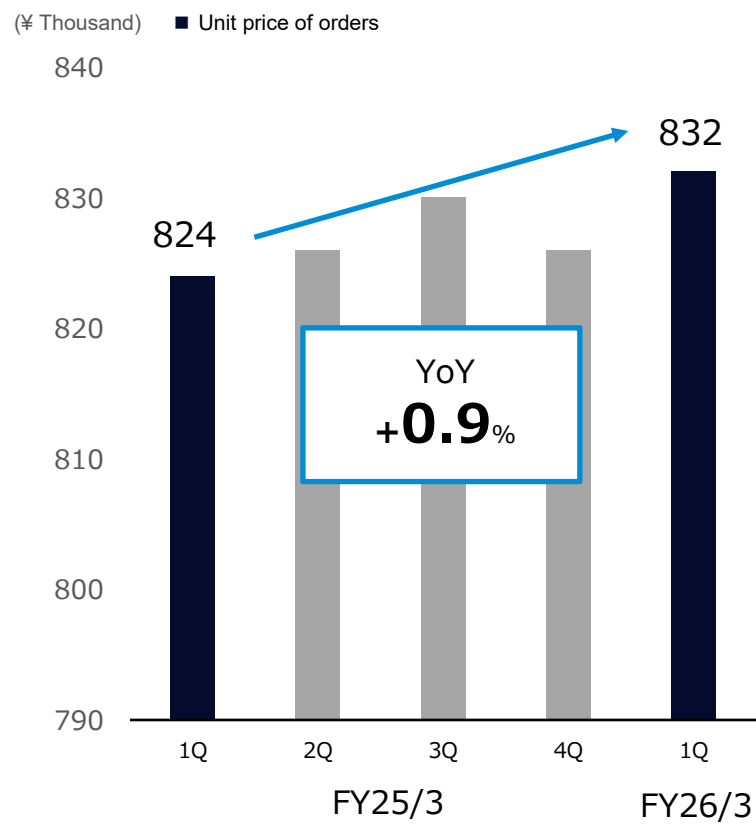
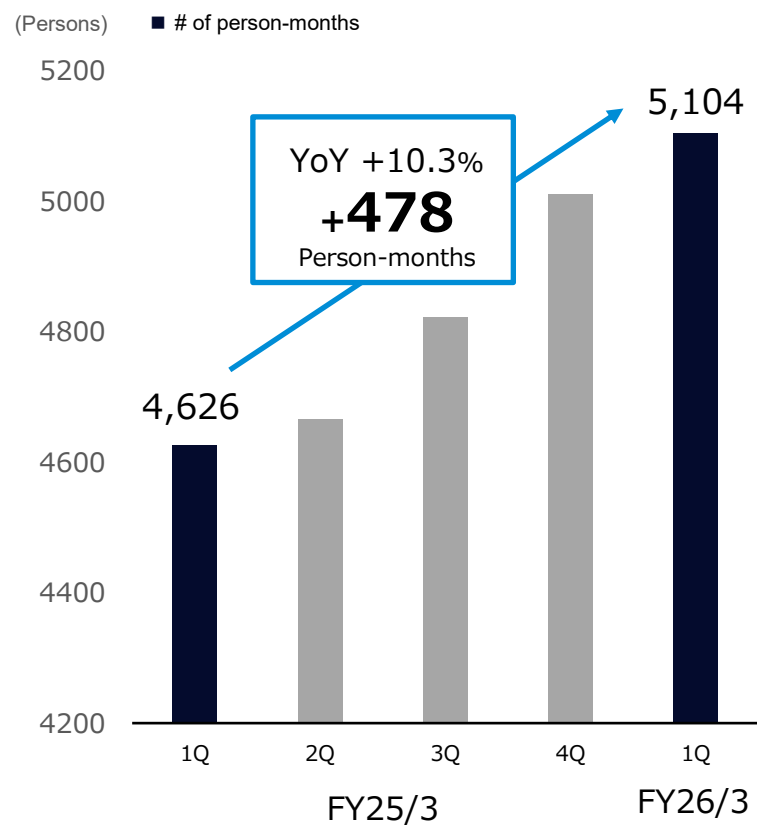
1Q	(YoY)
Sales	4,127 million yen (+11.7%)
Segment Income	348 million yen (+17.8%)
Advertising Expense Ratio	1.2 %

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

IT Human Resources Matching Business, Japan

(Person-months, Unit Price of Orders)

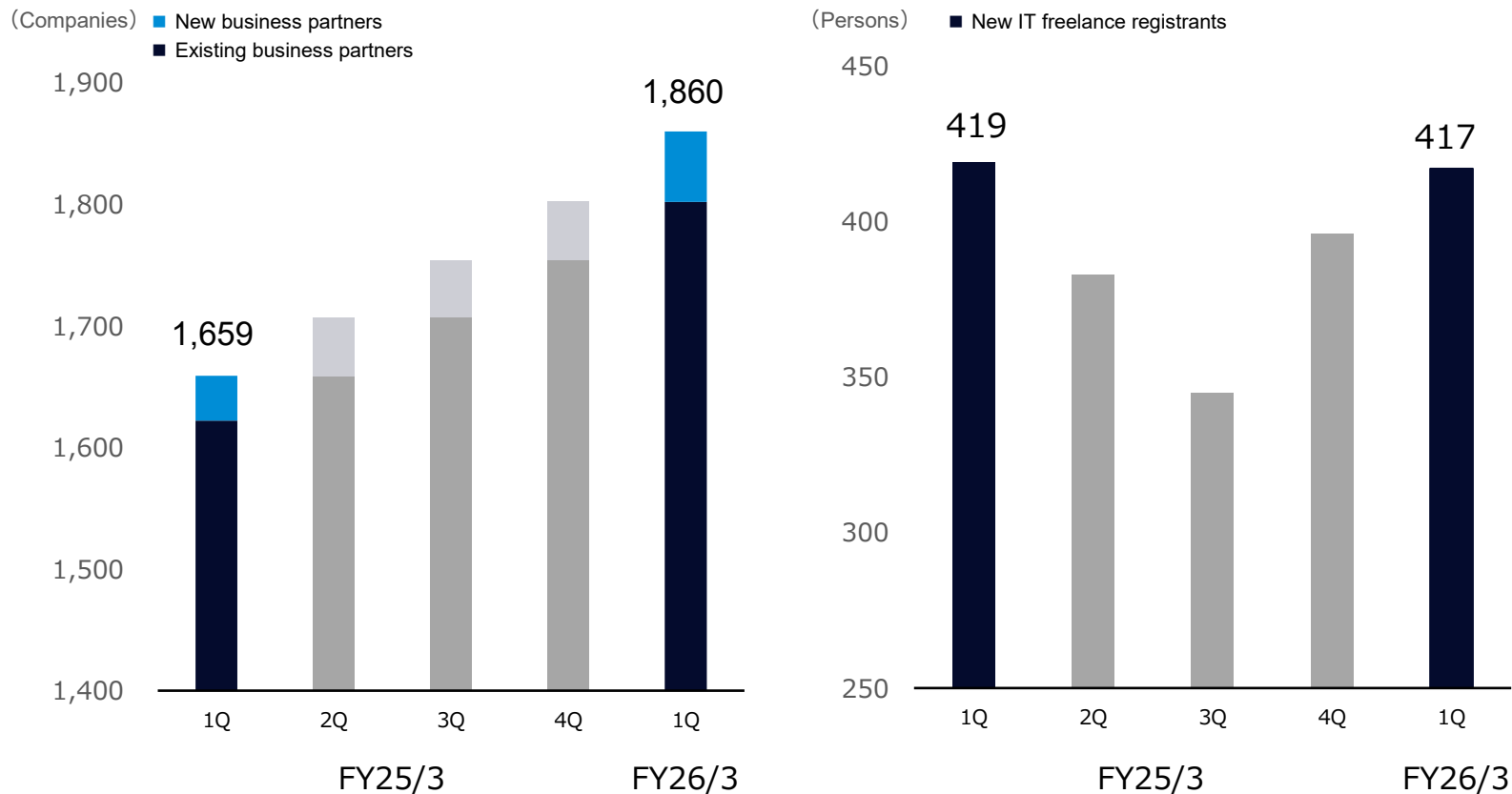
- While the end of March typically sees a relatively higher number of project completions, the number of project terminations was limited this period, leading to a steady increase in billable person-months, which reached 5,104.
- The average unit price of orders in the first quarter rose to 832,000 yen (up 0.9% YoY).
- The project-to-freelance ratio for IT freelancers was 8.01x, indicating continued strong demand (7.50x in the same period last year).



1Q	(YoY)
Number of person-months	5,104
	(+10.3%)
Unit Price of Orders	832 thousand yen
	(+0.9%)

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

- The number of new business partners increased by 58, bringing the total to 1,860.
- The number of new IT freelance registrations in the first quarter was 417, maintaining the same level as the same period last year.



1Q

Number of
Business
Partners

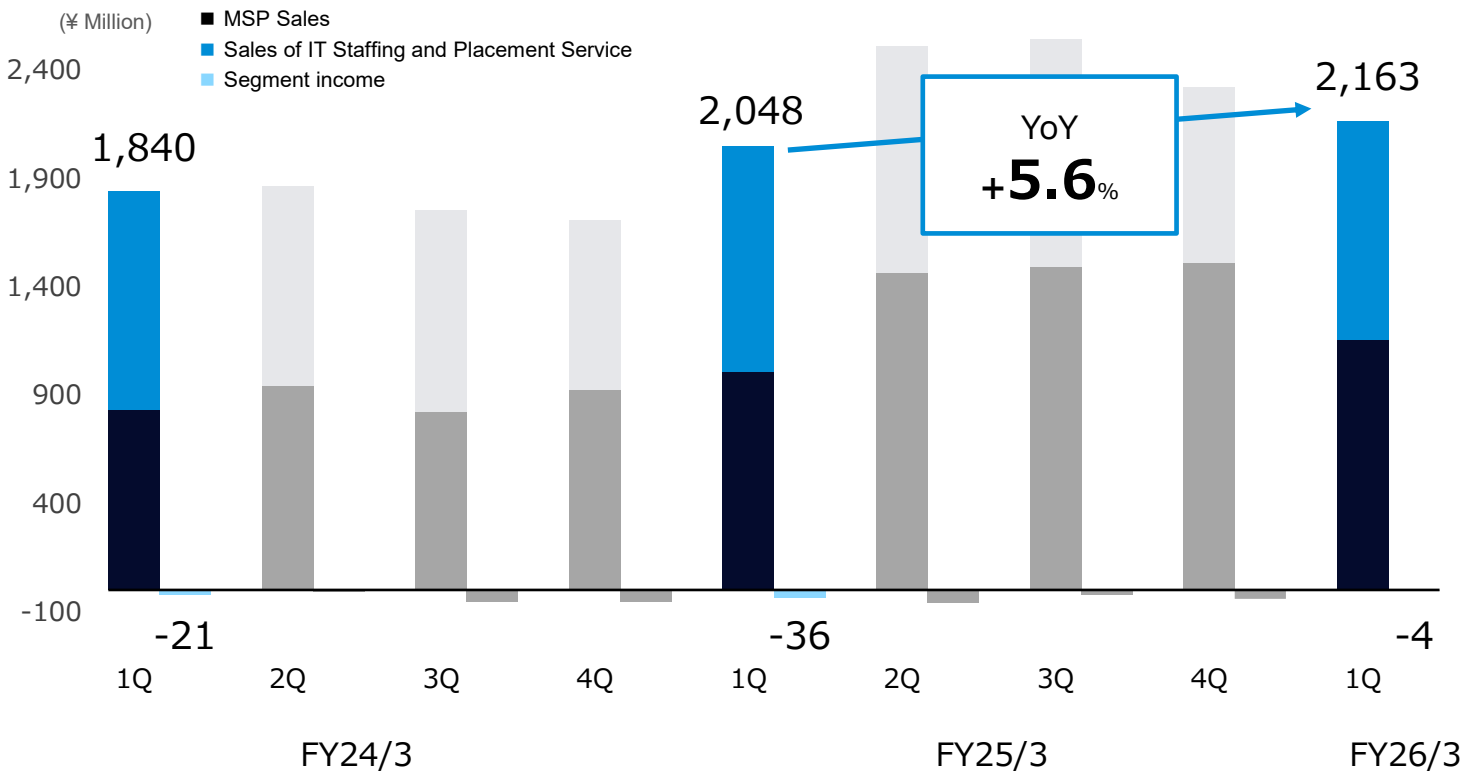
58

Number of New
Registrants

417

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

- Sales increased by 5.6% YoY, reflecting limited growth due to restrained corporate hiring activity.
- Operating profit was negative, but in line with the company’s plan.
- The consolidated accounting period for the second quarter (April to June) showed favorable trends, and the company expects to return to profitability in the first half.

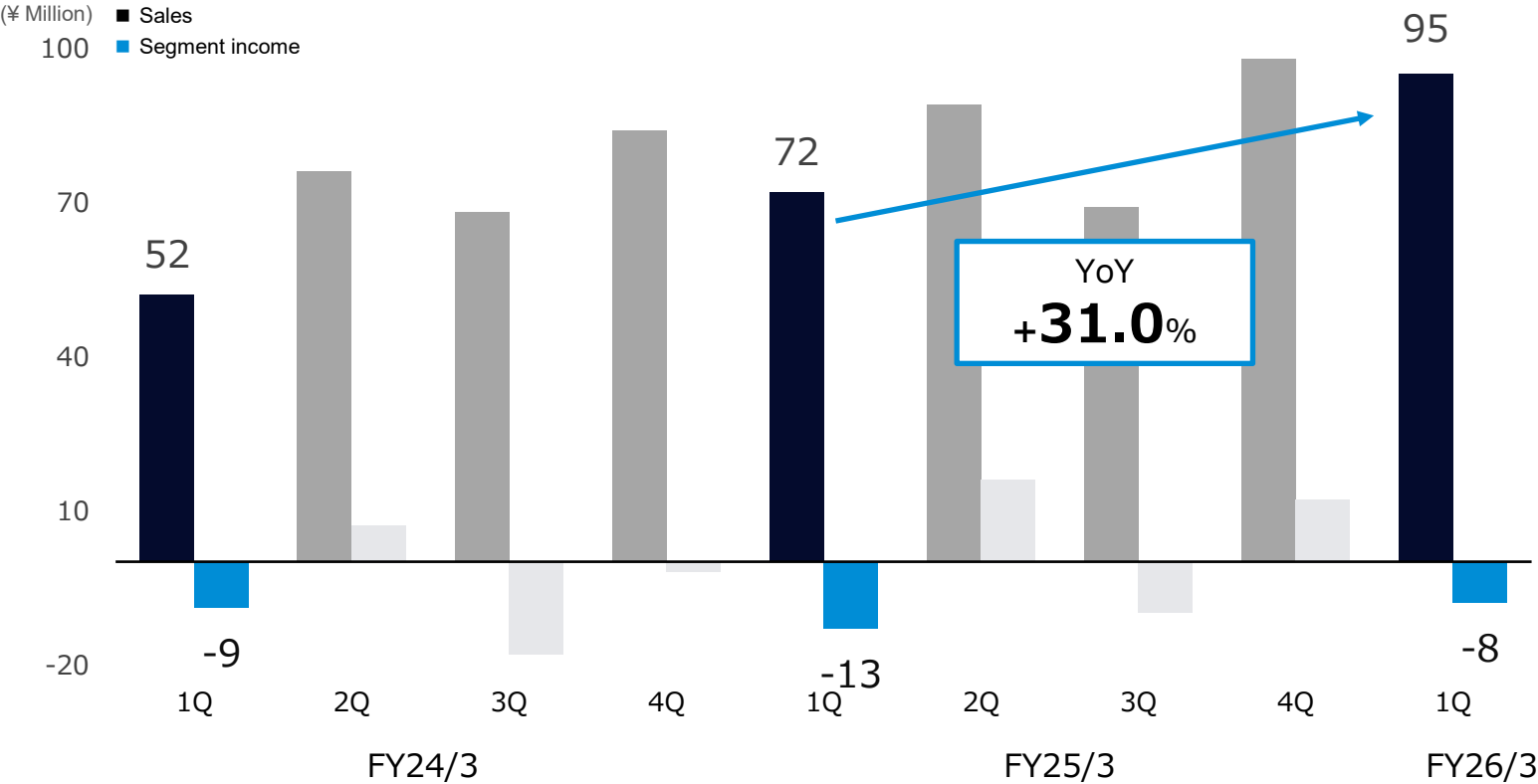


1Q	(YoY)
Sales	2,163 million yen (+5.6%)
Segment income	- 4 million yen (-)

* The consolidation accounting period for Launch is from January to March. Performance is converted into JPY at the average rate of JPY 95.72 to AUD 1.
 The assumed initial exchange rate is JPY 90 to AUD 1.
 Financial Results Briefing for the 1st Quarter of the Fiscal Year Ending March 31, 2026

Seed Tech Business (Sales, Segment Income)

- Thanks to an increase in offshore development orders, the first quarter ended with progress exceeding the company's plan.
- In the 'Sodatech' service, large-scale usage by the enterprise company—on the scale of several thousand users—has begun.
- The digital talent service for small and medium-sized enterprises, 'Digishoku,' is set to launch in the second quarter.



1Q	(YoY)
Sales	95 million yen (+31.0%)
Segment income	- 8 million yen (-)

Appendix

3

Appendix

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.

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,**
sharing their skills and experiences with companies that face a shortage of IT human resources.
GEECHS also continues to provide **globally-oriented businesses** by utilizing **foreign IT professionals** overseas,
develops digital human resources from scratch for both corporation and individuals,
creating digital human resources from within organizations through **reskilling**.
We face the challenges of IT, DX and AI utilization by Japanese companies and
contributes greatly to the future of Japanese society.

GEECHS IT Talent Ecosystem

■ Contribute to all Japanese companies with digital talent

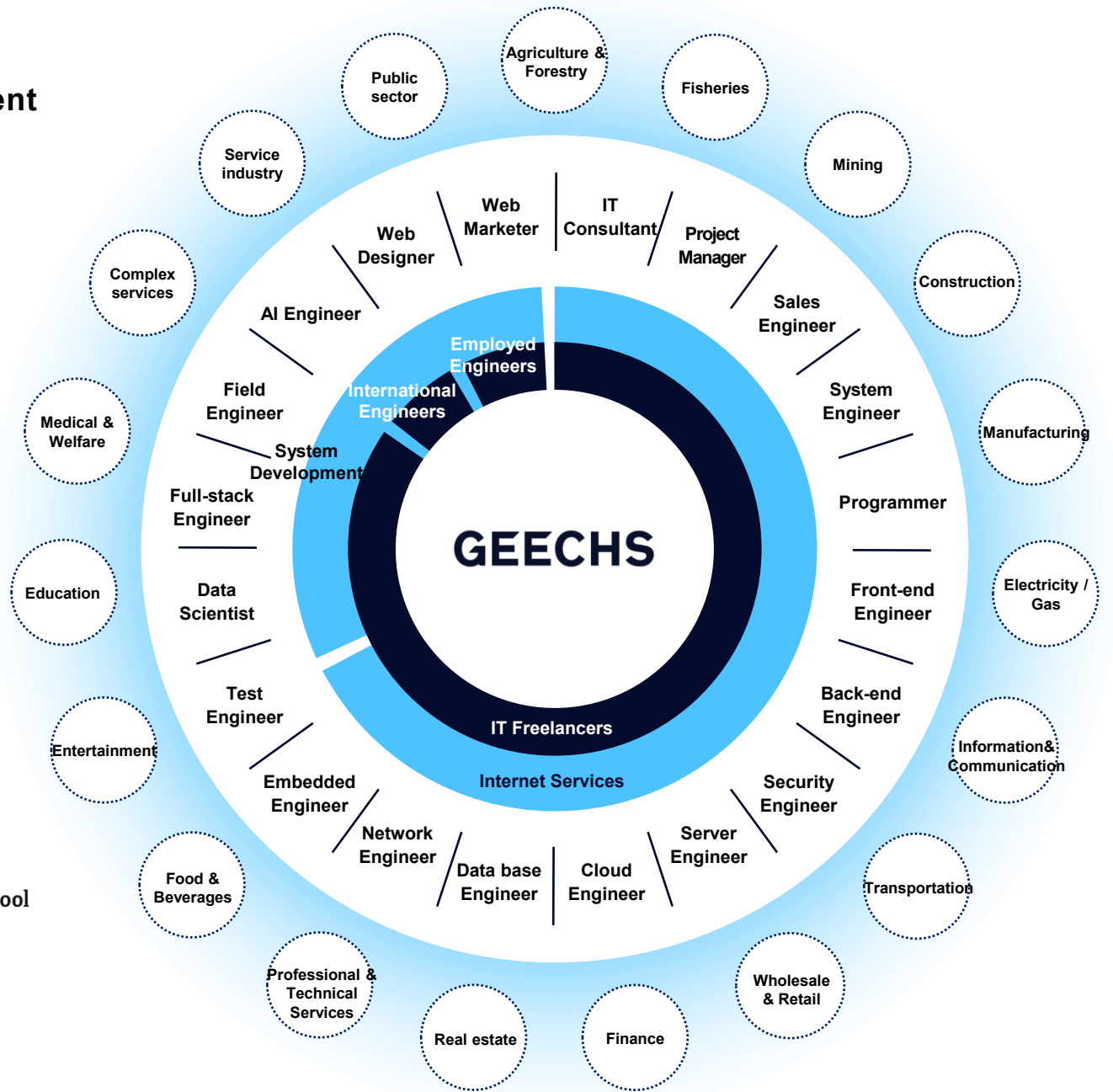
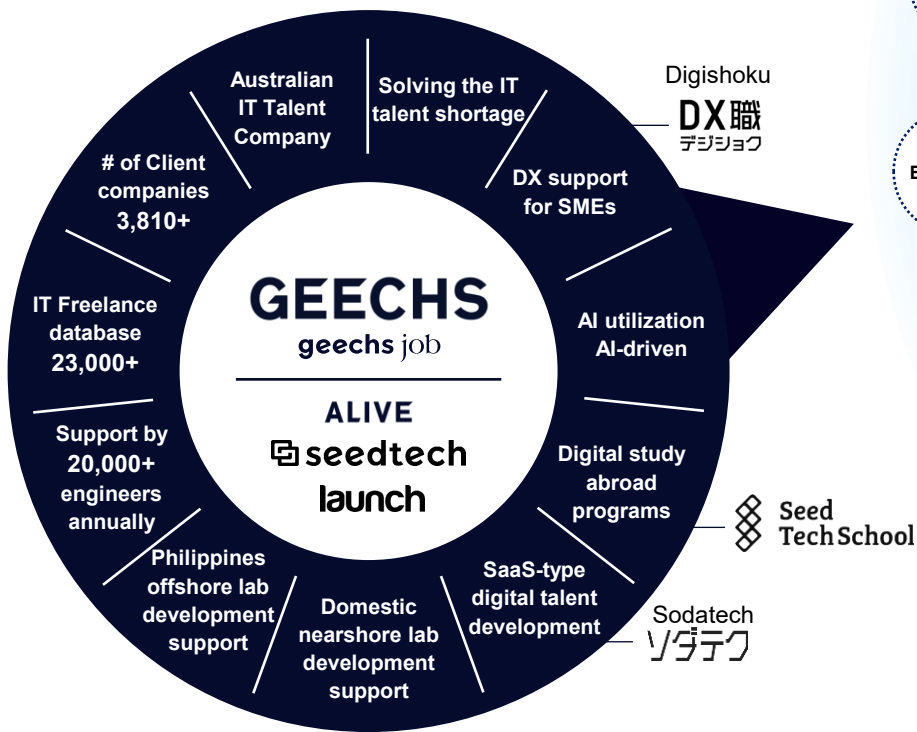
Our mission is to solve Japan's IT human resources shortage and provide value through the power of digital talent.

■ 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.



Group Corporate Profile

Our Group

GEECHS

IT Human Resources Matching Business, Japan

launch

IT Human Resources
Matching Business, Overseas

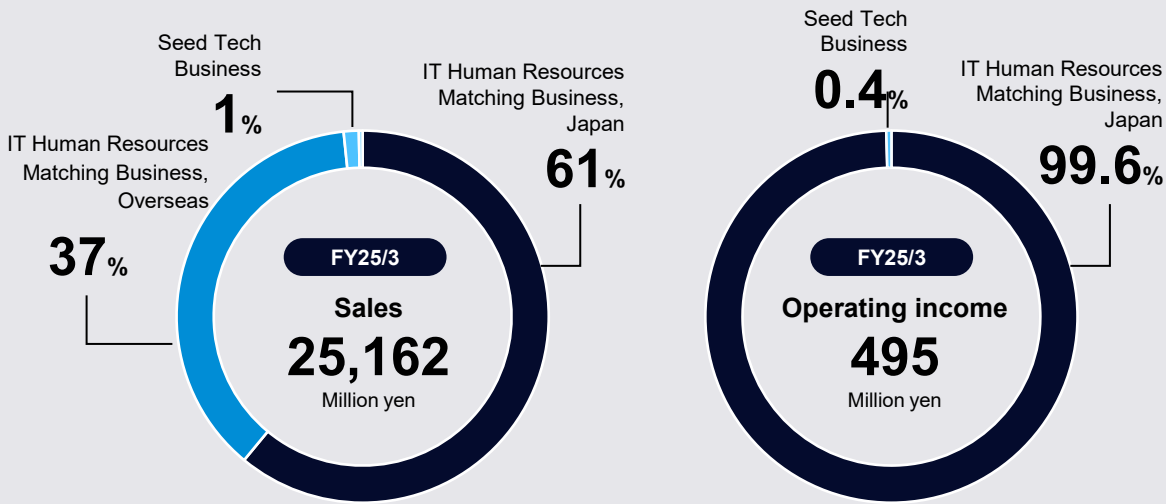
seedtech

Seed Tech Business

ALIVE

IT Human Resources
Matching Business, Japan

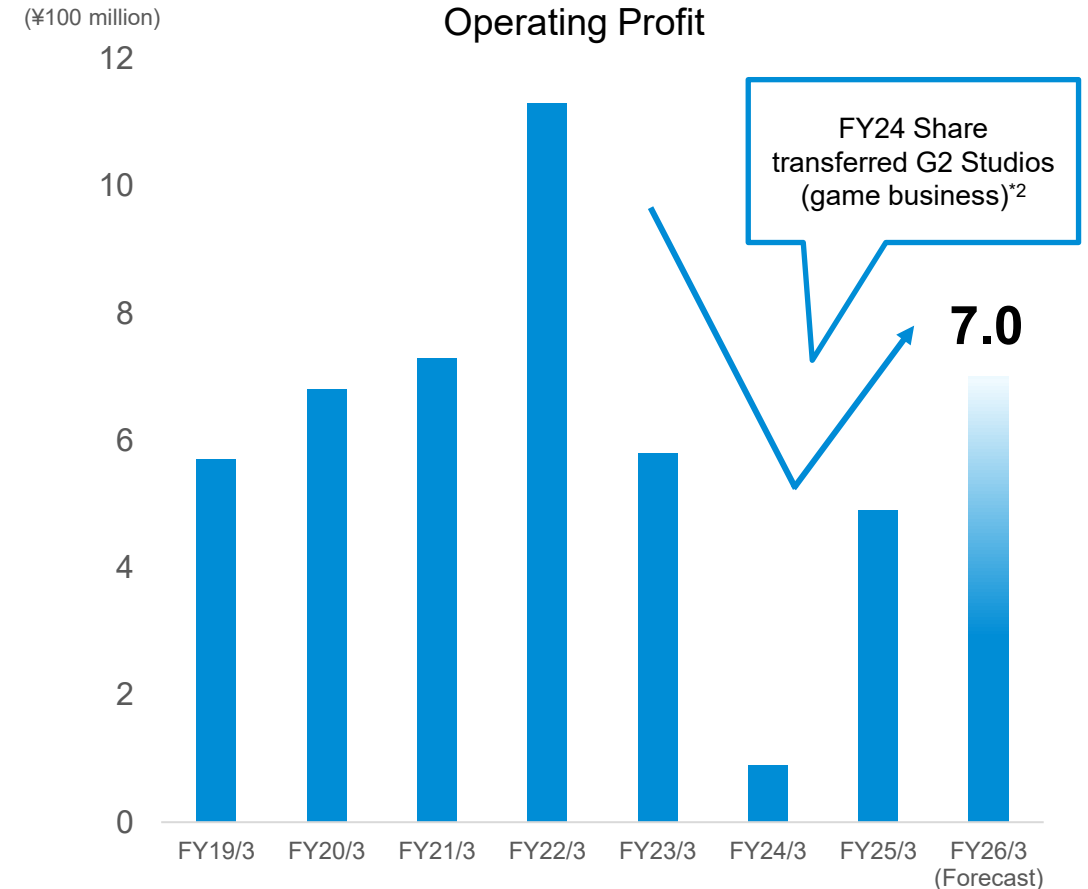
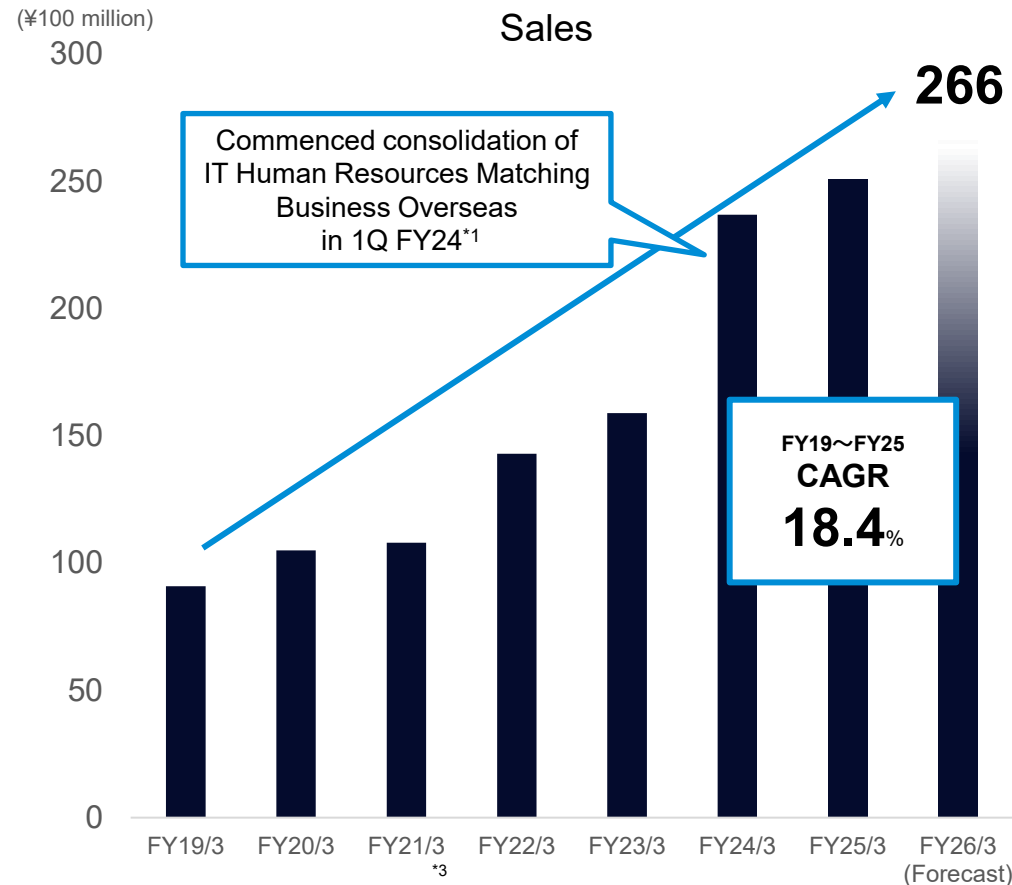
Segmentation



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 June 30, 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	297 (as of June 30, 2025)
Offices	Tokyo Head Office, Hokkaido Branch, Osaka Branch, Hiroshima Branch, Fukuoka Branch, Nagoya Satellite Office Australia, Philippines

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.

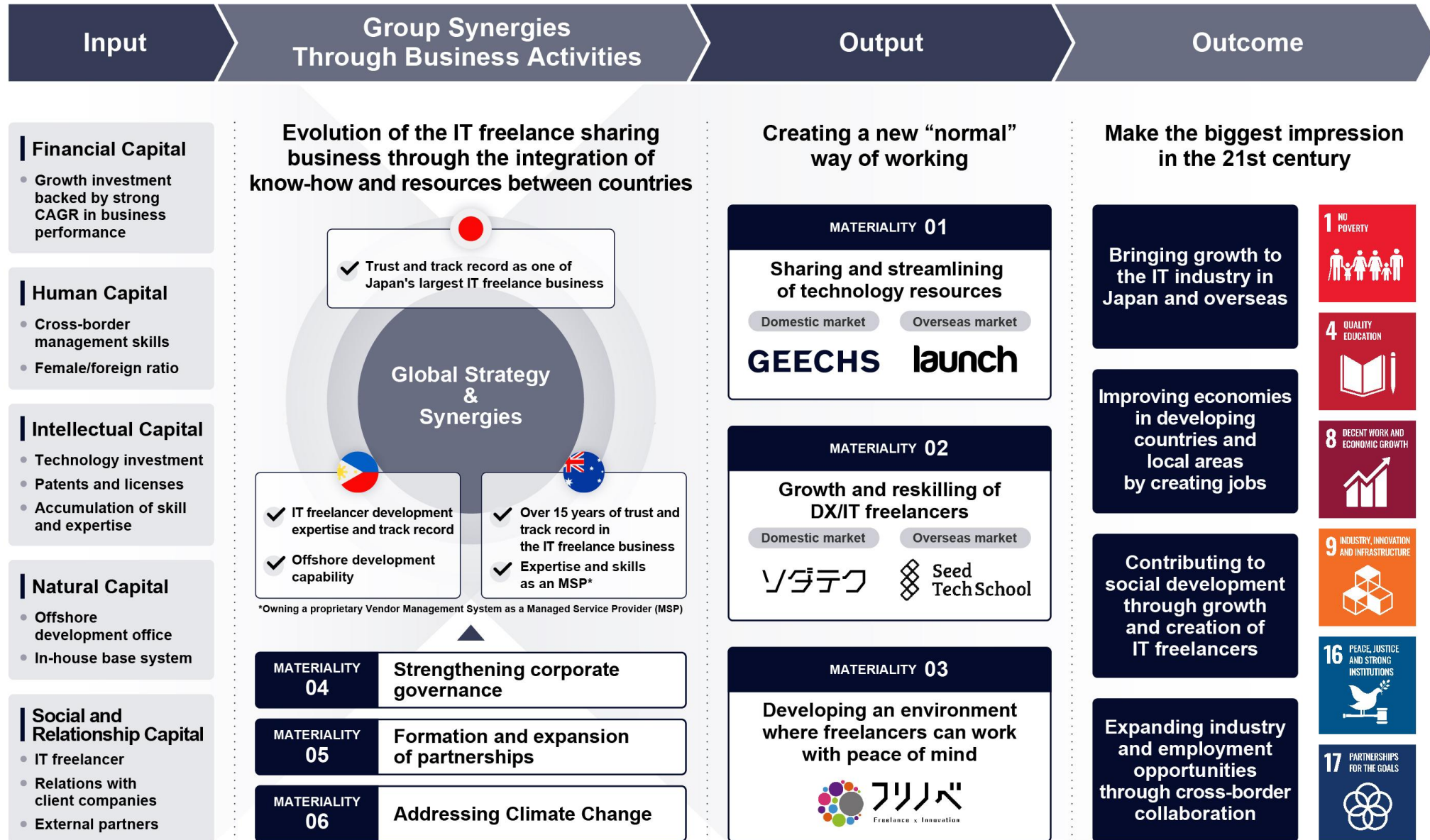


*1 Started consolidation of IT human resources matching business overseas from 1Q FY24/3.

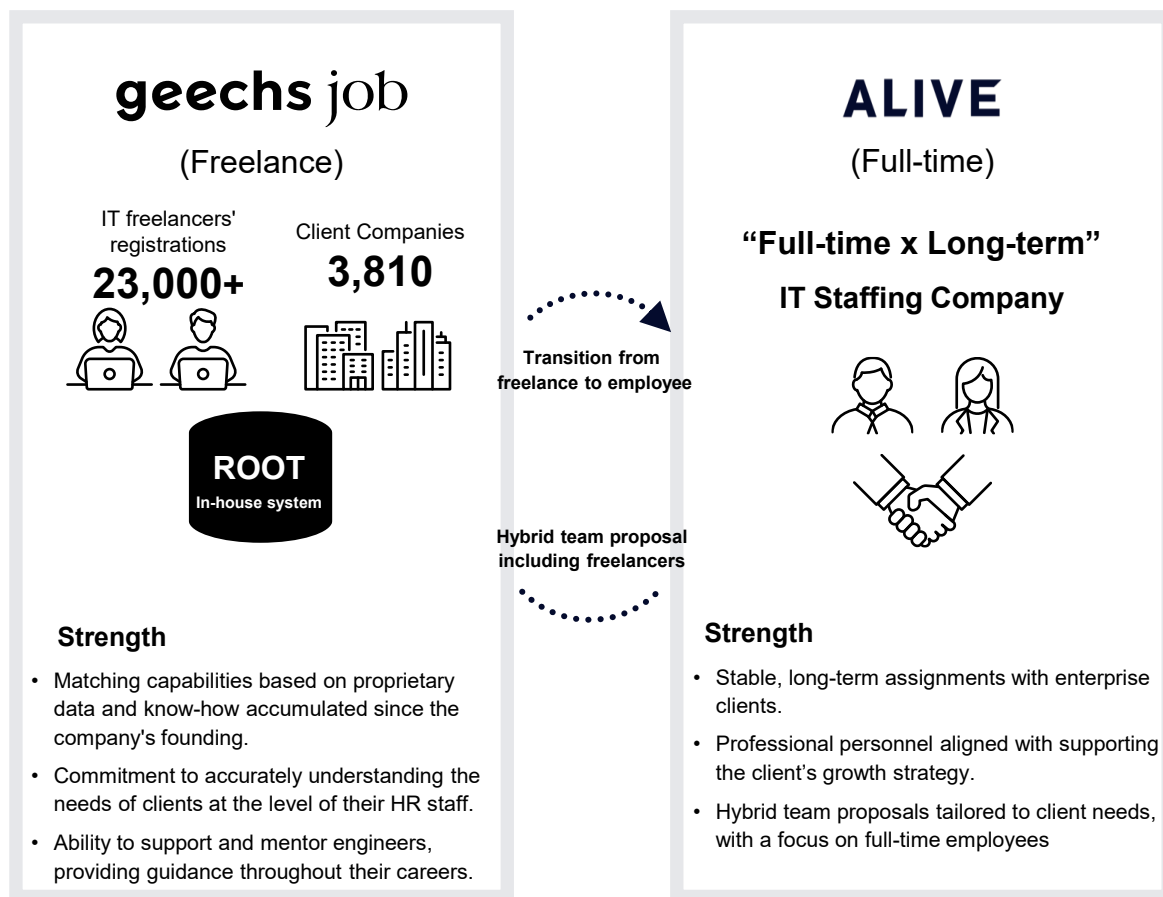
*2 G2 Studio's shares were transferred in the end of March 2024 and excluded from consolidation from FY24/3.

*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



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.

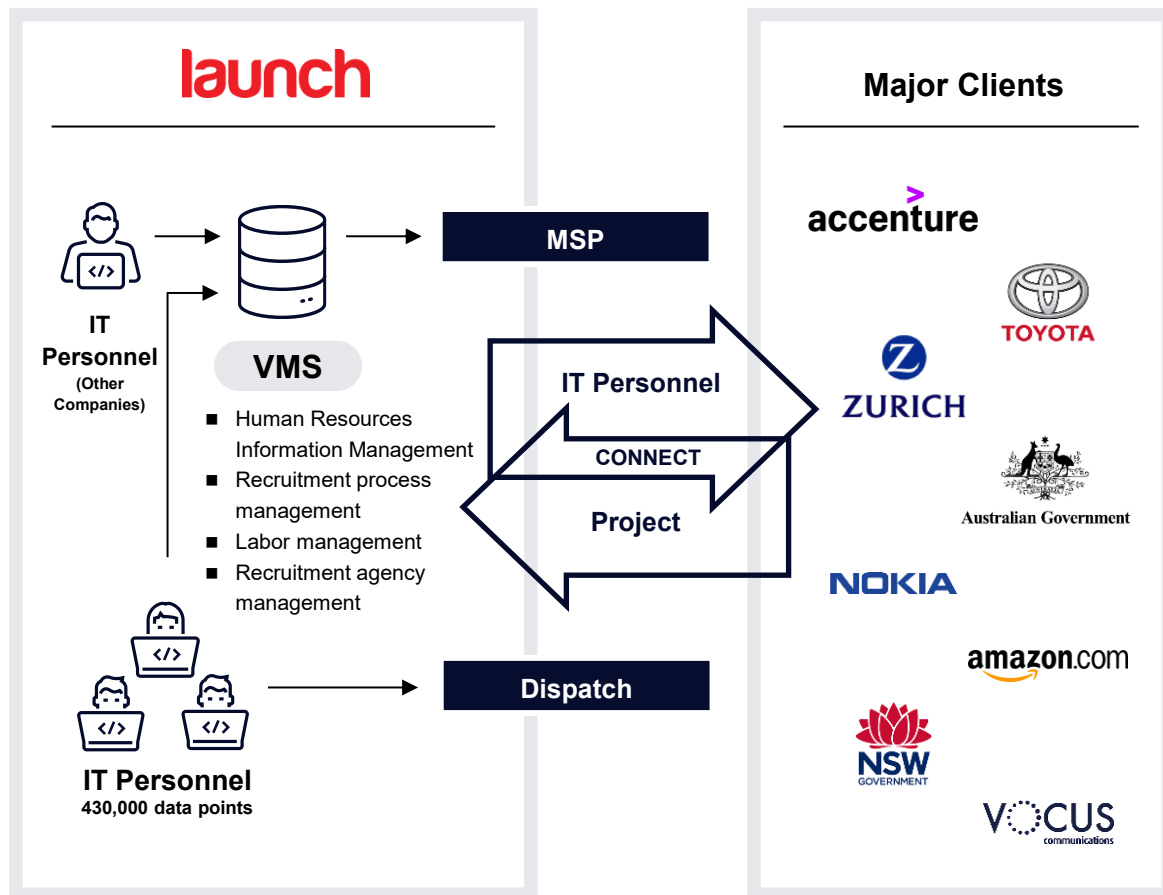
2. Hybrid Solutions Combining Full-Time Employees and IT Freelancers

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.

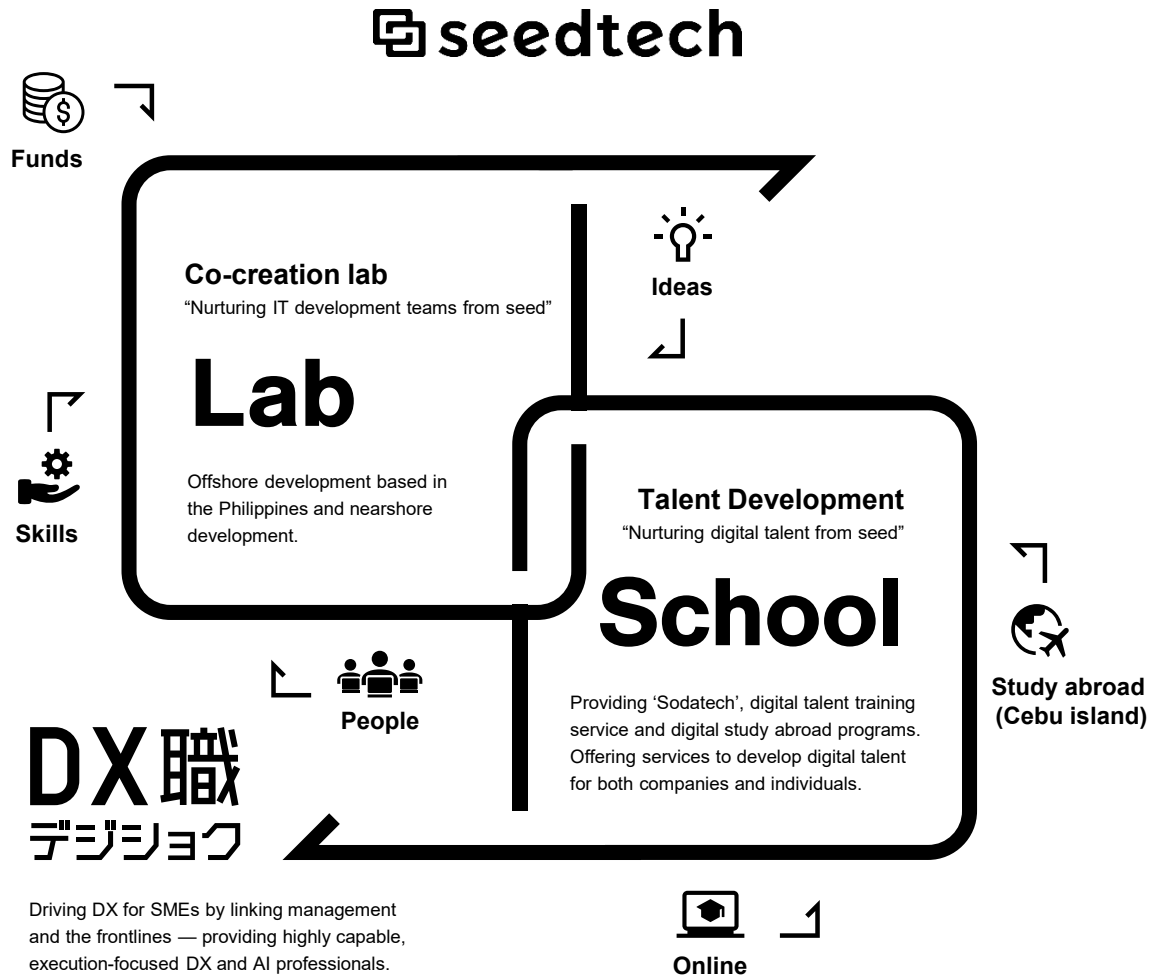
In addition to IT staffing and recruitment, we offer comprehensive support throughout the entire talent acquisition process through MSP services, establishing long-term contractual relationships and building a strong client base. Through our proprietary VMS, we address the challenges of managing casual 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		FY22/3	FY23/3	FY24/3	FY25/3	FY26/3 1Q	FY26/3 Forecast
Sales	(Thousand yen)	14,340,774	15,997,838	23,739,835	25,162,448	6,373,634	26,600,000
EBITDA	(Thousand yen)	1,226,900	651,393	362,120	625,903	197,901	780,000
Operating income	(Thousand yen)	1,133,696	589,410	90,859	495,539	183,757	700,000
Ordinary income	(Thousand yen)	1,135,706	567,920	82,483	494,535	180,815	660,000
Profit attributable to owners of parent	(Thousand yen)	705,194	244,215	-1,473,379	49,795	114,181	474,000
Comprehensive income	(Thousand yen)	703,843	239,739	-1,516,051	-104,464	108,652	—
Capital	(Thousand yen)	1,101,531	1,109,972	1,112,183	1,112,363	1,112,363	—
Net assets	(Thousand yen)	4,470,860	4,687,486	3,070,641	2,871,147	2,874,225	—
Total assets	(Thousand yen)	5,874,294	8,999,379	7,174,136	7,374,904	7,606,957	—
Net asset per share	(Yen)	422.26	441.05	272.09	267.71	—	—
Net income per share	(Yen)	67.18	23.20	-142.75	4.82	11.05	46.37
Capital adequacy ratio	(%)	75.7	47.7	39.2	37.5	36.5	—
Return on equity	(%)	17.0	5.6	-41.5	1.8	—	—
Cash flow from operating activities	(Thousand yen)	369,207	688,038	-3,827	46,813	—	—
Cash flow from investing activities	(Thousand yen)	-68,653	-1,560,893	317,149	-418,942	—	—
Cash flow from financing activities	(Thousand yen)	-91,339	1,274,450	-330,211	226,952	—	—
Cash and cash equivalents at end of period	(Thousand yen)	3,357,198	3,755,033	3,749,726	3,606,612	—	—
Employees	(Persons)	384	444	268	290	297	—

Supplemental Data (IT Human Resources Matching Business, Japan)

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

*Make the biggest impression
in the 21st century*

GEECHS

geechs.com

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.