Part I Company Information

I. Overview of the Company

1 Key Financial Data

(1) Key Financial Data

Fiscal Year		FY2022	FY2023	FY2024	FY2025	FY2026
Year end		January 2022	January 2023	January 2024	January 2025	January 2026
Net sales	(thousands of yen)	–	–	–	–	12,046,664
Ordinary profit	(thousands of yen)	–	–	–	–	1,823,883
Profit attributable to owners of parent	(thousands of yen)	–	–	–	–	1,258,741
Comprehensive income	(thousands of yen)	–	–	–	–	1,279,827
Net assets	(thousands of yen)	–	–	–	–	5,223,031
Total assets	(thousands of yen)	–	–	–	–	9,058,062
Net assets per share	(yen)	–	–	–	–	491.56
Earnings per share	(yen)	–	–	–	–	118.47
Diluted earnings per share	(yen)	–	–	–	–	–
Equity ratio	(%)	–	–	–	–	57.7
Return on equity	(%)	–	–	–	–	24.1
Price Earnings Ratio	(times)	–	–	–	–	17.5
Cash flows from operating activities	(thousands of yen)	–	–	–	–	1,415,192
Cash flows from investing activities	(thousands of yen)	–	–	–	–	(1,389,104)
Cash flows from financing activities	(thousands of yen)	–	–	–	–	110,221
Cash and cash equivalents at end of period	(thousands of yen)	–	–	–	–	4,725,285
Number of employees	(people)	–	–	–	–	1,623

Notes: 1. As consolidated financial statements have been prepared since FY2026, figures for the fiscal years prior to this have been omitted.

2. Return on equity for FY2026 has been calculated based on equity at the fiscal year-end due to FY2026 being the first year of consolidation.

3. Diluted earnings per share are not shown because the Company has no dilutive shares.

(2) Key financial data of the reporting company

Fiscal Year		FY2022	FY2023	FY2024	FY2025	FY2026
Year end		January 2022	January 2023	January 2024	January 2025	January 2026
Net sales	(thousands of yen)	8,102,991	9,242,360	10,110,524	11,125,970	11,954,536
Ordinary profit	(thousands of yen)	1,032,341	1,203,054	1,532,616	1,821,912	1,954,835
Profit	(thousands of yen)	728,785	895,148	1,051,817	1,260,601	1,398,394
Share of profit of entities if the equity method were applied	(thousands of yen)	–	–	–	–	–
Capital	(thousands of yen)	238,284	238,284	238,284	238,284	238,284
Total number of shares issued	(shares)	10,627,920	10,627,920	10,627,920	10,627,920	10,627,920
Net assets	(thousands of yen)	3,582,246	4,047,958	4,271,153	4,708,137	5,213,895
Total assets	(thousands of yen)	5,088,983	5,673,188	6,114,087	6,687,644	8,505,444
Net assets per share	(yen)	337.14	380.96	401.97	443.10	490.70
Dividend amount per share (Interim dividend per share included therein)	(yen)	34.50 14.00	60.00 20.00	75.00 37.50	82.00 40.00	84.00 42.00
Earnings per share	(yen)	68.59	84.24	98.99	118.64	131.61
Diluted earnings per share	(yen)	–	–	–	–	–
Equity ratio	(%)	70.4	71.4	69.9	70.4	61.3
Return on equity	(%)	21.7	23.5	25.3	28.1	28.2
Price Earnings Ratio	(times)	12.7	11.8	22.3	15.6	15.7
Payout ratio	(%)	50.3	71.2	75.8	69.1	63.8
Net cash provided by (used in) operating activities	(thousands of yen)	770,935	872,598	1,126,248	1,180,473	–
Net cash provided by (used in) investing activities	(thousands of yen)	33,643	(24,085)	(5,975)	(49,976)	–
Net cash provided by (used in) financing activities	(thousands of yen)	(270,037)	(426,831)	(818,544)	(819,131)	–
Cash and cash equivalents at end of period	(thousands of yen)	3,554,199	3,975,881	4,277,610	4,588,976	–
Number of employees	(people)	1,180	1,276	1,321	1,397	1,474
Total Shareholder Return (Comparison index: TOPIX total return index)	(%) (%)	104.7 107.0	126.5 114.6	275.8 151.7	243.5 169.7	278.9 222.5
Highest stock price	(yen)	939	1,084	2,441	2,631	2,258
Lowest stock price	(yen)	773	814	989	1,468	1,524

Notes: 1. Shares of profit of entities if the equity method were applied for the fiscal years prior to FY2026 are not shown because the Company does not have an affiliate.

2. As consolidated financial statements have been prepared since FY2026, FY2026 figures for share of profit of entities if the equity method were applied, net cash provided by (used in) operating activities, net cash provided by (used in) investing activities, net cash provided by (used in) financing activities, and cash and cash equivalents at end of period have been omitted.

3. Diluted earnings per share are not shown because the Group has no dilutive shares.
4. The highest and lowest stock prices refer to those that were quoted in the Prime Market of the Tokyo Stock Exchange on or after April 4, 2022. Prices posted any time earlier were in the First Section of the Tokyo Stock Exchange.
5. The dividend amount per share for FY2023 includes the commemorative dividend of JPY 17 for the Company's 60th anniversary of establishment and the 15th anniversary of listing on JASDAQ (now Prime Market).
6. Of the dividend amount per share of JPY 84 for FY2026, the year-end dividend of JPY 42 is subject to resolution at the Ordinary General Meeting of Shareholders scheduled for April 23, 2026.
7. The Accounting Standard for Revenue Recognition (ASBJ Statement No. 29, March 31, 2020) has been applied since the beginning of FY2023, and thus it is reflected in the figures for the key financial data for FY2023 and thereafter.

2 History

In August 1953, Sekiguchi Kogyo Co., Ltd. was established as a manufacturer of gloves for industrial use, and as a blueprint printing business. In the late 1950s, as Japan began to enjoy the economic boom, the company decided to switch to design creation and tracing services for design drawings. Sekiguchi Kogyo and the family of SEKIGUCHI Sozo, current President and CEO, made investments as capital, and in September 1962, Osaka Technology Center Co., Ltd., which is currently Artner, was established.

The timeline below shows how the business of Osaka Technology Center Co., Ltd. has developed.

Month and Year	Event
September 1962	Sekiguchi Kogyo Co., Ltd. and the family of current President and CEO SEKIGUCHI Sozo invest 300,000 yen as capital to establish Osaka Technology Center Co., Ltd. to start the main business of design creation and design drawing services.
June 1964	Headquarters (current Osaka headquarters) move to Fukushima Ward, Osaka City.
March 1980	Headquarters move to Kita Ward, Osaka City.
November 1986	The Company launches its specified worker dispatching business as the Worker Dispatching Business Act was enforced.
April 1998	The Company changes its trade name from Osaka Technology Center Co., Ltd. to Artner Co., Ltd.
December 2003	The Company obtains its license for general worker dispatching business.
February 2004	The Company obtains its license for the paid employment agency business. The Company establishes two headquarters in Osaka and Tokyo. The Tokyo headquarters opens in Minato Ward, Tokyo.
October 2007	Company stock listed on JASDAQ.
February 2010	The Tokyo headquarters move to Kohoku Ward, Yokohama City.
April 2010	With the merger between the JASDAQ Securities Exchange and the Osaka Securities Exchange (OSE), the Company lists its stock on the OSE JASDAQ. The learning centers open in Suita, Osaka, for centralized management of education and training for newly graduated engineers.
February 2011	The Company goes through reorganization to open business offices (in Utsunomiya, Yokohama, Nagoya, and Osaka) under the Engineer Business Division. The Human Resources Business Department and the Hyper Artner Business Department are established under the Human Resources Business Division.
February 2012	The Hyper Artner Business Department is renamed the Hyper Artner Business Division.
February 2013	The Engineer Agency Business Division is established.
July 2013	With the integration of the Tokyo Stock Exchange (TSE) and the OSE, the Company lists its stock on the TSE JASDAQ (Standard).
February 2016	The Company integrates its business divisions to reorganize them into the Engineer Business Division and Human Resources Business Division. The Engineer Business Department and the Hyper Artner Business Department are established under the Engineer Business Division. The Technology Development Department and Engineer Agency Business Department are established under the Human Resources Business Division.
October 2017	Stock listing moved to the Second Section of the Tokyo Stock Exchange.
February 2018	The Engineer Business Department and the Hyper Artner Business Department under the Engineer Business Division are disbanded. The High Value Group, the Wide Value Group, the Product Value Group, and the Contracting Group are established under the Engineer Business Division.
July 2018	Stock listing moved up to the First Section of the Tokyo Stock Exchange.
January 2019	The recruitment, education, and sales departments are integrated into learning centers (current learning centers in West Japan) and relocated to a different part of Suita.
March 2020	The learning centers in East Japan open in Kohoku Ward, Yokohama City.
February 2022	The Human Resources Business Division is disbanded to divide its organizational functions into the Engineer Agency Business Division and the Technology Development Division. The Staffing Service Group, the Career Hire Group, and the New Graduate Recruitment Group are established under the Engineer Agency Business Division.
April 2022	With the reorganization of the TSE Sections, the Company's listed stock moves to the Prime Market of the Tokyo Stock Exchange.
September 2025	The Company acquires the shares of CLIP SOFT Corporation (currently a consolidated subsidiary)
December 2025	The Company acquires the shares of JOUHOU GIKEN, Ltd. (currently a consolidated subsidiary)

3 Business Fields

The Group consists of the Company (Artner Co., Ltd.) and two consolidated subsidiaries, and conducts the engineer dispatching business, contracting business, and other businesses.

(1) Engineer dispatching and contracting businesses

Currently, the Group offers design engineer dispatching services as its primary business. The Group has offices in Utsunomiya, Yokohama, Hamamatsu, Nagoya, and Osaka.

In the engineer dispatching business, the Group's design engineers provide technical services in the fields of software (e.g., development of software embedded in IoT devices and of application software for a network system), electronics (e.g., design of a circuit board at the heart of a device or instrument; reliability assessment), and machinery (design of how a machine works using 2D/3D CAD), among others, thereby assisting client companies' design and development teams.

The Group also operates a contracting business that offers design and development services outsourced by client companies.

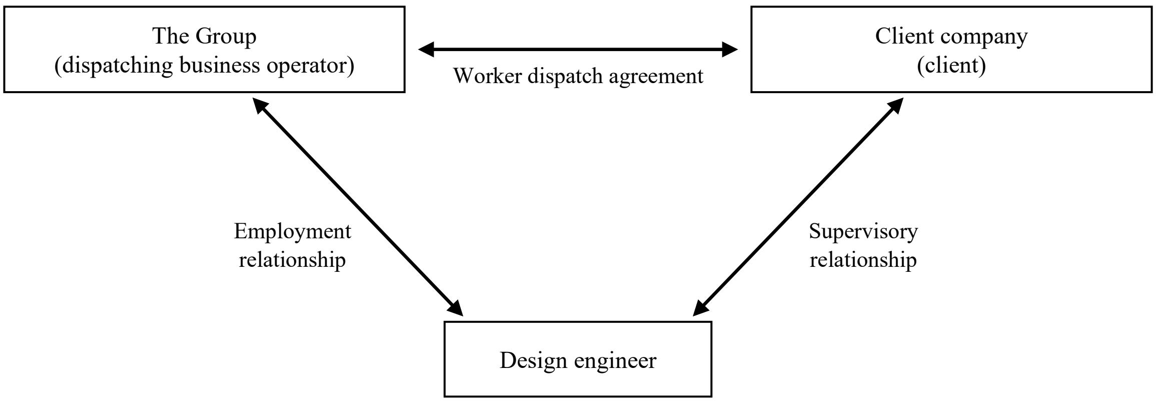
(2) Types of contracts with client companies

The Group executes worker dispatch agreements and service agreements with client companies to conduct its business. While the Group's business is based mostly on worker dispatch agreements executed with client companies, the Group also signs service agreements with some client companies.

(i) Worker dispatch agreement

A worker dispatch agreement is signed between the Group (dispatching business operator) as the employer of a design engineer and a client company (client) as the user of the engineer's services. The design engineer engages in work at the client company under the supervision of the client in accordance with the agreement.

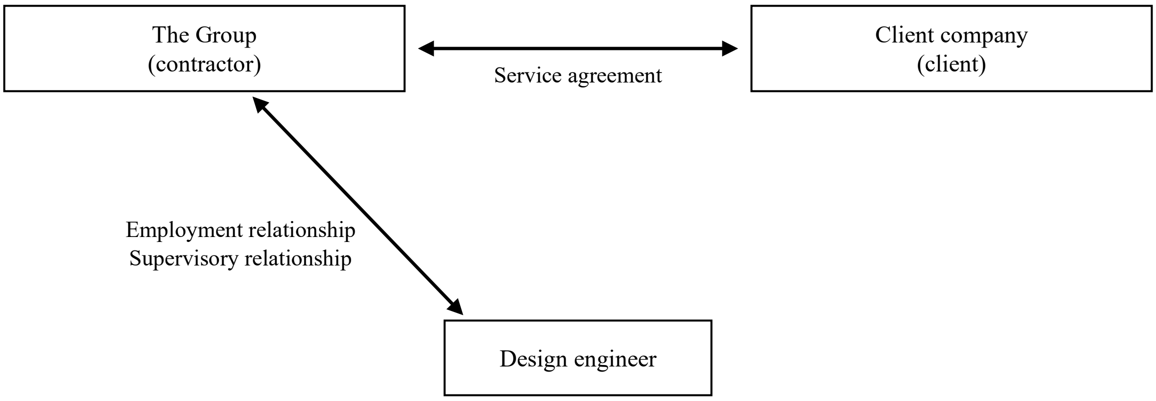
The figure below is a graphic representation of the relationships between the Group (dispatching business operator), a client company (client), and a design engineer (dispatched worker).



(ii) Service agreement

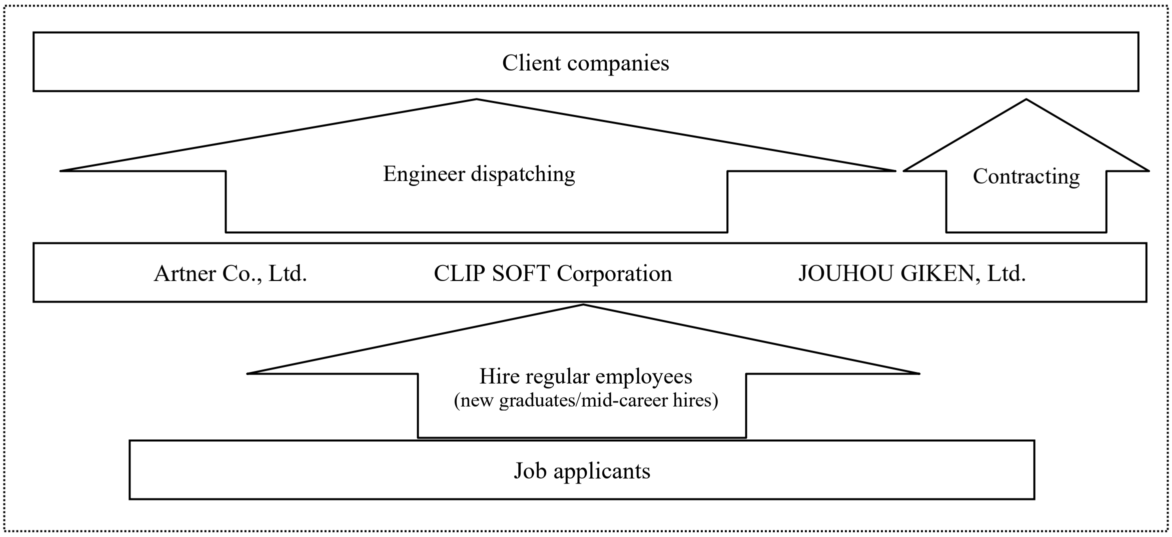
Under a service agreement, a client company outsources work to the Group, who takes full responsibility for giving instructions on the work and managing the design engineer's labor, among other tasks, in order to deliver completed work to the client.

The figure below is a graphic representation of the relationships between the Group (contractor), a client company (client), and a design engineer.



[Systematic diagram of Artner's business]

The figure below graphically shows how the business stated above is structured.



4 Information about the Affiliates

Name	Address	Share capital	Main business activities	The Company's ratio of voting rights	Relationship
(Consolidated subsidiaries)					
CLIP SOFT Corporation	Hamamatsu City, Shizuoka Prefecture	JPY 15,000 thousand	Engineer Dispatching Business Contracting Business	100%	Interlocking Board Members
JOUHOU GIKEN, Ltd.	Utsunomiya City, Tochigi Prefecture	JPY 10,000 thousand	Engineer Dispatching Business Contracting Business	100%	Interlocking Board Members

5 Employees

(1) Consolidated basis

As of January 31, 2026

Number of employees (people)
1,623

Notes: 1. The number of employees refers to the number of working personnel.

2. Since the Group has only one reportable segment, the number of employees sorted by segment has been omitted.

(2) State of the reporting company

As of January 31, 2026

Number of employees (people)	Average age (years old)	Average years of service (years)	Average annual wage (yen)
1,474	30.7	6.8	4,638,691

Notes: 1.The number of employees refers to the number of working personnel.

2. The average annual wage includes bonuses and nonstandard wages.

(3) Labor union

Artner's labor union is named Artner Workers' Union, which has 1,306 members as of January 31, 2026. The superior body it belongs to is UA ZENSEN. The Company's consolidated subsidiaries do not have labor unions.

The Company has stable labor-management relations

(4) Share of female workers in managerial positions, usage rate of childcare leave by male workers, and wage differences between male and female workers

(i) Reporting company

FY2026 (February 1, 2025 to January 31, 2026)				
Share of female workers in managerial positions (%) Note 1.	Usage rate of childcare leave by male workers (%) Note 2.	Wage differences between male and female workers (%) Note 1, 3.		
		All workers	Workers in regular employment	Workers in irregular employment
5.4	81.8	90.6	95.6	58.6

Notes: 1. The percentage has been calculated pursuant to provisions of the Act on the Promotion of Women's Active Engagement in Professional Life (Act No. 64 of 2015).

2. The usage rate of childcare leave as provided in Article 71-6, item (i) of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labor No. 25 of 1991) has been calculated pursuant to provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991).

3. The wage differences between male and female workers presented are the ratios of wages for women to wages for men. Workers are categorized into three types, namely all workers, workers in regular employment, and workers in irregular employment (employees re-hired after retirement, permanent contract employees, and non-permanent contract employees). There is no gender-based difference in wages in the Company's wage plan and system. The differences shown above come from the ratio of women in managerial positions and differences in job categories.

(ii) Consolidated subsidiaries

Information concerning consolidated subsidiaries has been omitted because it is not subject to the disclosure obligation under the Act on the Promotion of Women's Active Engagement in Professional Life (Act No. 64 of 2015) and the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991).