



PORT INC.

**Q3 of Fiscal Year Ended March 31, 2026
(FY2026)**

**Financial Results Briefing
PORT INC. Securities Code: 7047**

February 16, 2026

PURPOSE

Change social debt into possibilities for the next generation.

Our society has always given priority to the present. Meanwhile, debts have been put off and handed off to the next generations.

Distortions in many different areas generate complex friction patterns and the situations are becoming more serious.

However, due to the complexity, the problem is still to be addressed.

We must address it now and not in the future.

Instead of putting off the debts for a century, we should identify social issues ourselves and advance process, from proposal to implementation, using people and technology.

We will implement things that are necessary for society, not things that are merely nice to have.

We will do this to eliminate as much social debts as possible and expand the potential of future generations.

Company name	PORT INC.
Established	April 18, 2011
Head office address	5th Floor, Shinjuku Front Tower, 2-21-1 Kitashinjuku, Shinjuku-ku, Tokyo
Share capital	33 million yen (as of December 31, 2025)
Representative	Hirofumi Kasuga, Representative Director, President and CEO
Business	Contract support business
Number of Employees	1,093 (as of December 31, 2025; consolidated)
Average age of Employees	Approx. 28 (as of December 31, 2025)
Ratio of men to Women	6:4
Securities code	7047 (TSE Growth; listed on December 21, 2018)
Major group companies	INE Inc. / Five Line Inc. Minshu, Inc. / HRteam Co., Ltd.

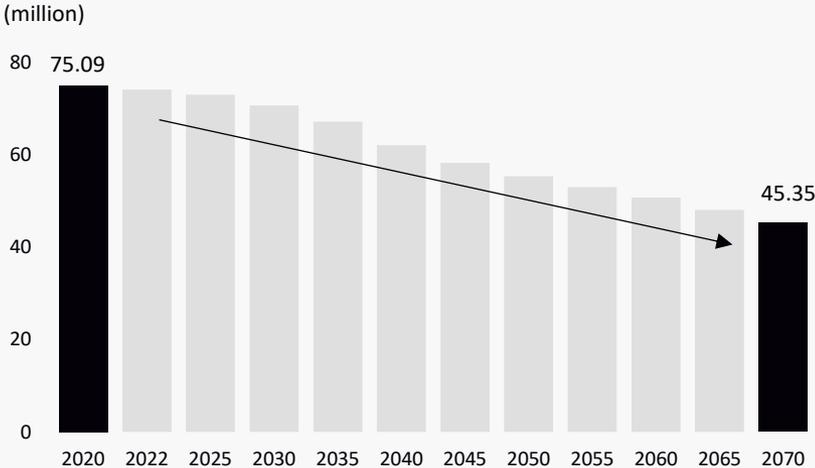
Social Debt as We See It

While the decrease in the working population will continue to accelerate, comparative labor productivity is also declining. The sustainability of today’s social system as a whole is threatened.

Declining working population (working-age population)

The working-age population of Japan will decrease due to the declining birthrate and aging population.*1

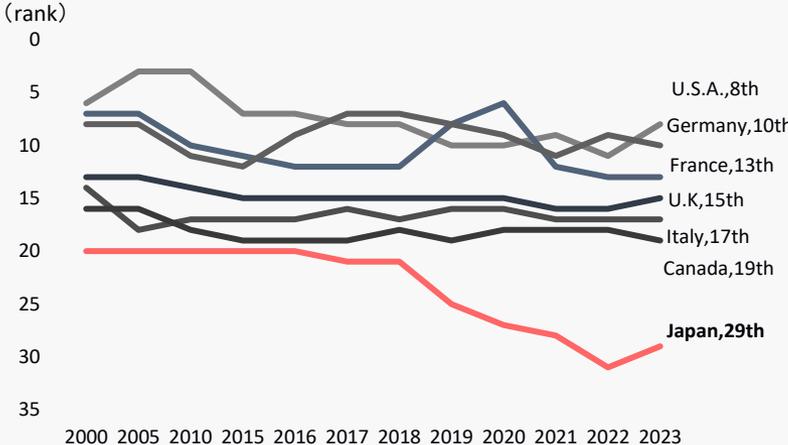
Forecast changes in working-age population (15 to 64 years old)



Low labor productivity

Japan’s labor productivity was ranked 29th among 38 OECD countries, the lowest among the G7 nations.*2

Evolution of hourly labor productivity rankings in major developed countries

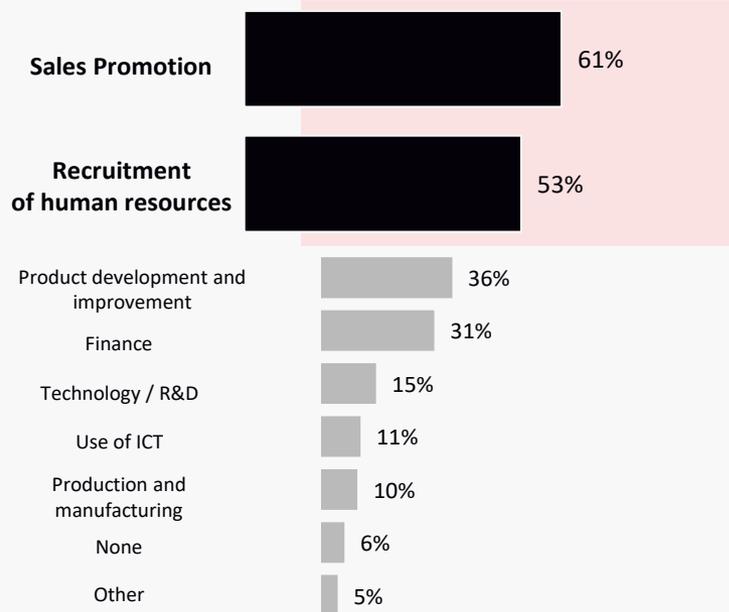


*1 White Paper on Aging Society 2024, Cabinet Office, Government of Japan
*2 Japan Productivity Center, "International Comparison of Labor Productivity 2024", December 16th, 2024.
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Insights into Issue

Overcoming sales promotion and recruitment challenges, which are among the greatest management issues that companies face, has the greatest impact on improving productivity. However, when investing in these domains, the ROI is uncertain and there is the risk that it may be zero.

Top Management Issues: Sales Promotion and Recruitment



Approaches to Resolution

Issue/Cause

- The return on investment (ROI) is uncertain, meaning that the risk of no return on the investment is high.
- This results in people being hesitant to invest aggressively in growth.

Approach

Completely eliminating the risk of no return by clarifying ROI

Effects

Encourage companies to accelerate growth investments to help them achieve earnings growth

Improve company productivity and society as a whole

* From "Questionnaire on Small and Medium Business Management (March 2021)," Nomura Research Institute, Ltd.

Business policy

Eliminating the risk of no return by clarifying ROI

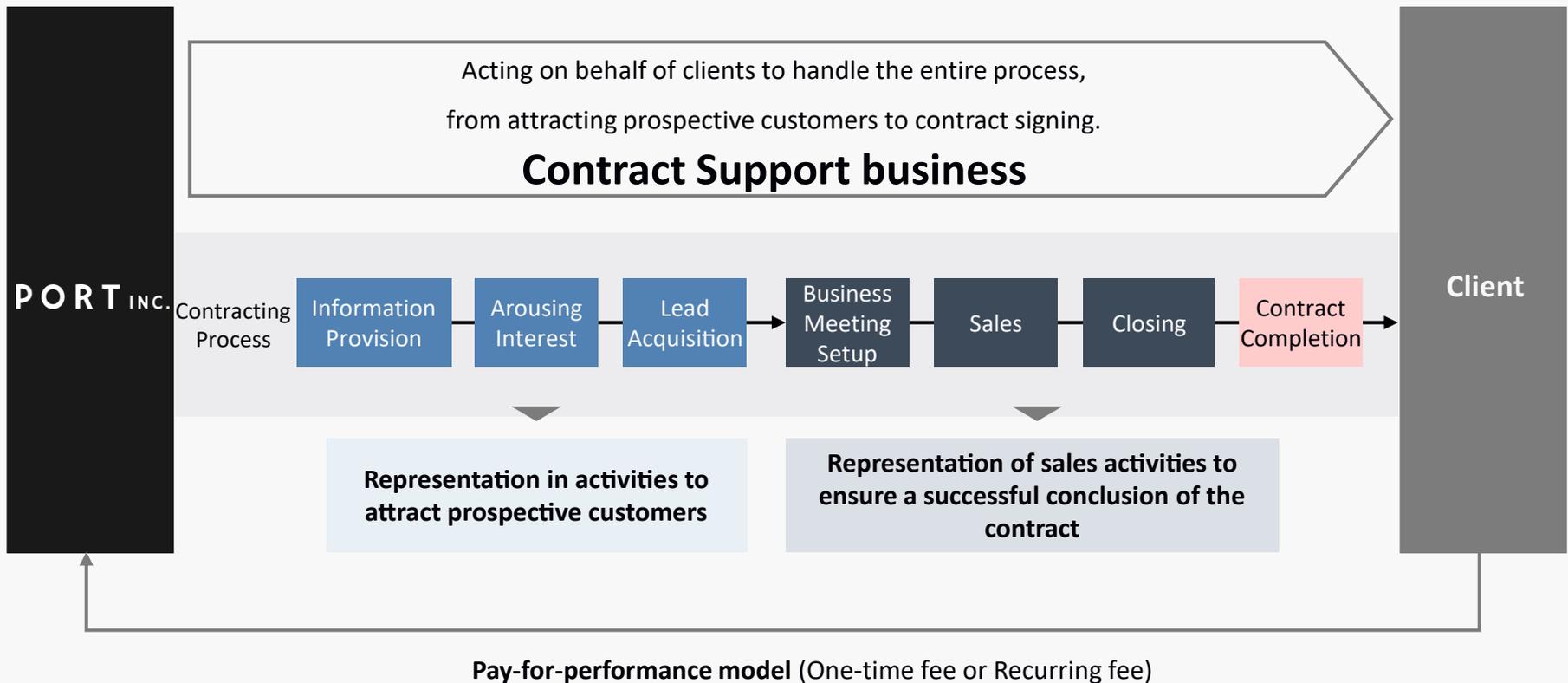
We will address the decline in working population as a social debt by providing services with a clear ROI. We will thus completely eliminate the risk of no return for companies and help improve the productivity of companies and overall society.

Business model

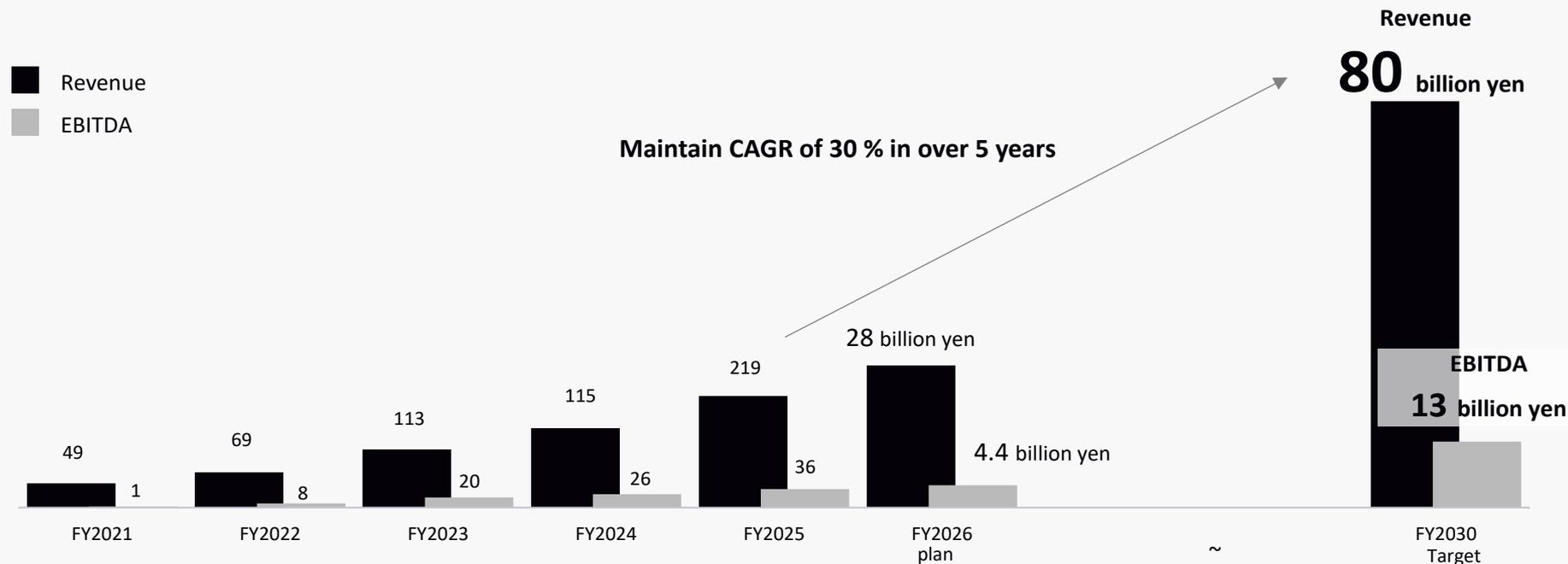
Contract support business

Using a pay-for-performance business model we eliminate the risk of no return for corporate clients. This addresses a key management issue for them related to acquisition efforts, taking KPI responsibility from customer attraction and contract signing efforts. Rewards are generated only when contracts are successfully signed, using our strong contract-winning skills and multi-channel marketing capabilities.

An integrated business model in which we combine multi-channel marketing and sales activities to support client companies in the process from attraction of users as their potential customers to signing of contracts with a pay-for-performance reward structure.



We aim to achieve full-year revenue of 80 billion yen and an EBITDA of 13 billion yen in the fiscal year ending March 31, 2030. Five-year targets and a growth strategy for maintaining CAGR of 30% or higher over a medium- to long term (a five-year span) are as follows.



Five-Year Goals growth strategy

(1) Conversion to recurring earnings

Increasing the probability of continuous growth by pushing forward with the acquisition of future earnings to convert them into recurring earnings while aiming for a year-on-year increase in revenue and profit.

(2) Establishing overwhelming positions in existing businesses

Uncompromisingly implement organic and inorganic investments aiming to establish overwhelming positions in existing businesses (the human resources and energy domains) and establish barriers to entry.

(3) Mergers and acquisitions aimed at entering new domains

Aggressively pushing forward with mergers and acquisitions with the goal of entering contract support businesses in new domains which will be the next primary sources of earnings, as well as roll-up mergers and acquisitions in existing businesses.

*Compared to the targets set for the fiscal year ending March 31, 2026, in the second medium-term management plan, the company has experienced significant growth, particularly in the human resources and energy domain, and has accordingly revised upward its performance forecasts for both revenue and EBITDA.
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The milestones for achieving ODYSSEY800 are as follows:

Set recurring earnings as a percentage as an important KPI, and aim for further expansion of market share in each domain

Milestone		FY2025 Current status	~ FY2028 Largest share of the markets in existing domains	~ FY2030 Increasing market share in peripheral domains
(1)	Recurring Earnings Ratio*1	23.9%	30% or more	40% or more
(2)	Energy Domain		Largest share*2 of the low-voltage electricity for individual customers contract support market	<ul style="list-style-type: none"> Further increasing market share in the corporate domain Further expanding business support activities (support activities for power distribution, power procurement, etc.) for electric power companies
	Human Resources Domain		Largest share of the new graduate recruitment and referral market*2	<ul style="list-style-type: none"> Increasing share of the new graduate recruitment support market Increasing share of the markets in peripheral domains including support for the employment of young people (graduates without careers, recent graduates with careers, and people in their 20s)
(3)	New Business		Creating new businesses which will be new primary sources of earnings Expanding into new domains through mergers and acquisitions	

*1 Ratio of recurring earnings to company-wide EBITDA.

*2 Based on the number of contracts won.

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01

In Q3, significant increase in both revenue and EBITDA was achieved at 39% increase and 115%* increase year on year, respectively. Revenue increased by 25% and EBITDA by 47% year on year even organically.

***323 million yen of gain on step acquisition is included in other income for Q3.**

02

Although the human resources domain was impacted by earlier job-hunting activities in Q2, personnel referral services organically grew by 60% year on year in Q3, resulting in a 144% growth in total since the consolidation of HRteam Co., Ltd*.

***HRteam Co., Ltd. was consolidated in November 2025, and the amount for two months is added to Q3.**

03

The energy domain maintained high growth against the backdrop of favorable market environment. Recurring earnings have been steadily accumulated, showing a favorable progress toward sustainable earnings growth.

04

The forecast was revised upward, taking into account the higher-than-planned organic growth, the consolidation of HRteam Co., Ltd., the grid storage power station business turning profitable, and growth investments for continued growth in FY2027 and beyond.

01

Summary of Financial Results for Q3 of Fiscal Year Ending March 31, 2026

Definitions

Projected net recurring earnings: Calculated as an estimate of earnings for a reasonable period into the future, considering and subtracting the monthly cancellation rate, recurring expenses, discount rates and other factors from monthly sales. For the energy domain, the period is limited to five years (60 months). For other domains, projected net recurring earnings are calculated for a reasonable period.

EBITDA: Operating profit + depreciation and amortization + loss on retirement of fixed assets and valuation gain or loss + stock-based compensation expenses

EBITDA including projected net recurring earnings : Projected net recurring earnings + EBITDA

Recurring earnings: Earnings calculated by deducting recurring expenses from monthly recurring sales (earnings directly linked to EBITDA and operating profit)

Summary of Financial Results (Oct. 2025 – Dec. 2025)

Overall	Revenue 7,254 million yen (YoY +39%) (Excluding the effect of consolidation of HRteam Co., Ltd. (YoY +25%))	EBITDA 1,688 million yen (YoY +115%) (Excluding the effect of consolidation of HRteam Co., Ltd. (YoY +47%))
	<div style="border: 1px solid black; padding: 2px; display: inline-block;">KPI</div>	
	Recurring earnings 459 million yen (YoY +95%) Projected net recurring earnings 770 million yen (YoY +71%)	Recurring earnings as a percentage of EBITDA 27.2% (YoY -3pp) EBITDA including projected net recurring earnings 2,459 million yen (YoY +99%)
<ul style="list-style-type: none"> Increase in revenue and profit with organic growth of each business and further increase in revenue and profit due to the consolidation of HRteam Co., Ltd. were achieved. In particular, EBITDA surpassed the initial plan by far. Recurring earnings as a percentage of EBITDA decreased temporarily due to recording of 323 million yen of gain on step acquisition. On an actual basis excluding gain, it increased steadily. 		

Energy Domain	Revenue: 3,187 million yen (YoY +17%)	Operating profit for the domain: 733 million yen (YoY +34%)
	<ul style="list-style-type: none"> Electric power providers' increased motivation to acquire new customers and enhanced marketing investments led to the total number of contracts received to increase 13% year on year. Additionally, projected net recurring earnings that have accumulated from FY2025 have contributed to the expansion of recurring earnings. This has contributed to operating profit growth for the domain. 	

Human resources Domain	Revenue: 2,831 million yen (YoY +87%) (Excluding the effect of consolidation of HRteam Co., Ltd. (YoY +40%))	Operating profit for the domain: 1,127 million yen (YoY +77%) (Excluding the effect of consolidation of HRteam Co., Ltd (YoY +37%))
	<ul style="list-style-type: none"> In personnel referral services, revenue increased organically by 60% year on year led by the increase in the number of contracts won in Q3 as expected, resulting in a significant total growth of 144% year on year including the consolidated HRteam Co., Ltd. Alliance services also saw revenue increase by 29% year on year while having the impact of our focus on personnel referral services. 	

Results for Q3 FY2026

Led by the organic growth of each business, especially in the human resources domain driving growth and also the consolidation of HRteam Co., Ltd. in Q3, both revenue and EBITDA grew significantly year on year. All profit increased significantly at over 100% year on year, including the recorded gain on step acquisition of HRteam Co., Ltd.

Accounting standards: IFRS (million yen)	FY2026				(Reference) FY2025
	Q3	Results excluding the effect of consolidation of HRteam Co., Ltd.* ¹	YoY	YoY excluding the effect of consolidation of HRteam Co., Ltd.* ¹	Q3
Revenue	7,254	6,540	+39%	+25%	5,235
EBITDA	1,688	1,157	+115%	+47%	787
Operating profit	1,355	853	+129%	+44%	590
Profit before tax	1,326	817	+131%	+42%	573
Profit (Including discontinued operations)	944	498	+163%	+39%	358
Profit attributable to owners of parent	901	497	+150%	+38%	360

KPI

Recurring earnings

459 million yen
(YoY **+95%**)

Recurring earnings as a
percentage of EBITDA

27.2 %
(YoY **-3pp**)

Excluding gain on step acquisition: 33.7%(YoY+4pp) *2

Projected net recurring
earnings

770 million yen
(YoY **+71%**)

EBITDA including projected net
recurring earnings

2,459 million yen
(YoY **+99%**)

*1 HRteam Co., Ltd. became a consolidated subsidiary in November 2025 (Q3 of FY2026). Calculated excluding the Q3 results of HRteam Co., Ltd. and the difference in valuation (323 million yen) upon the step acquisition.

*2 Recurring earnings as a percentage of EBITDA calculated excluding the difference in valuation (323 million yen) upon the step acquisition.

Cumulative Results for the First Three Quarters of FY2026

Revenue increased by 33% year on year in the first three quarters of FY2026, and all other profits grew significantly at over 50%. Both recurring earnings and projected net recurring earnings have continued to accumulate steadily.

Accounting standards: IFRS (million yen)	FY2026				(Reference) FY2025
	Q3	Results excluding the effect of consolidation of HRteam Co., Ltd.* ¹	YoY	YoY excluding the effect of consolidation of HRteam Co., Ltd.* ¹	Q3
Revenue	20,191	19,476	+33%	+29%	15,153
EBITDA	4,063	3,532	+52%	+32%	2,677
Operating profit	3,211	2,709	+49%	+26%	2,158
Profit before tax	3,172	2,662	+50%	+26%	2,113
Profit (Including discontinued operations)	2,211	1,764	+68%	+34%	1,316
Profit attributable to owners of parent	2,163	1,759	+64%	+33%	1,320

KPI

Recurring earnings

1,270 million yen
(YoY **+128%**)

Recurring earnings as a
percentage of EBITDA

31.3 %
(YoY **+10pp**)

Excluding gain on step acquisition: 34.0%(YoY+13pp)*

Projected net recurring
earnings

2,217 million yen
(YoY **+81%**)

EBITDA including projected net
recurring earnings

6,281 million yen
(YoY **+61%**)

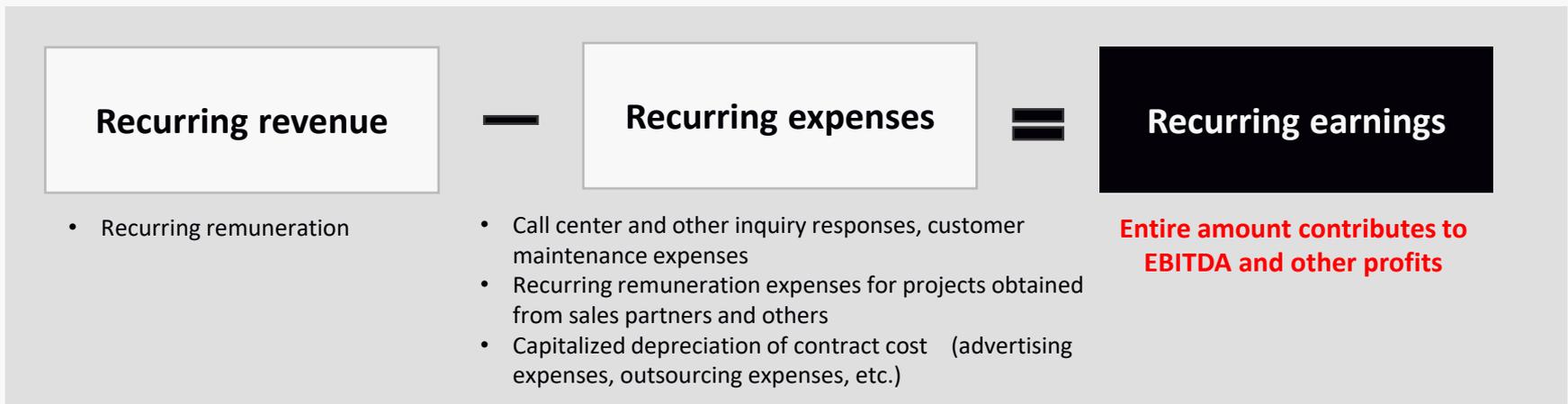
*1 HRteam Co., Ltd. became a consolidated subsidiary in November 2025 (Q3 of FY2026). Calculated excluding the Q3 results of HRteam Co., Ltd. and the difference in valuation (323 million yen) upon the step acquisition.

*2 Recurring earnings as a percentage of EBITDA calculated excluding the difference in valuation (323 million yen) upon the step acquisition.

KPI: Recurring Earnings

Recurring earnings is calculated by deducting recurring expenses from monthly recurring revenue. The entire amount directly contributes to the EBITDA and other profits. Recurring earnings is positioned as a key indicator to achieve ODYSSEY800 targets.

Recurring Earnings Formula



Recurring earnings generating business

Energy domain

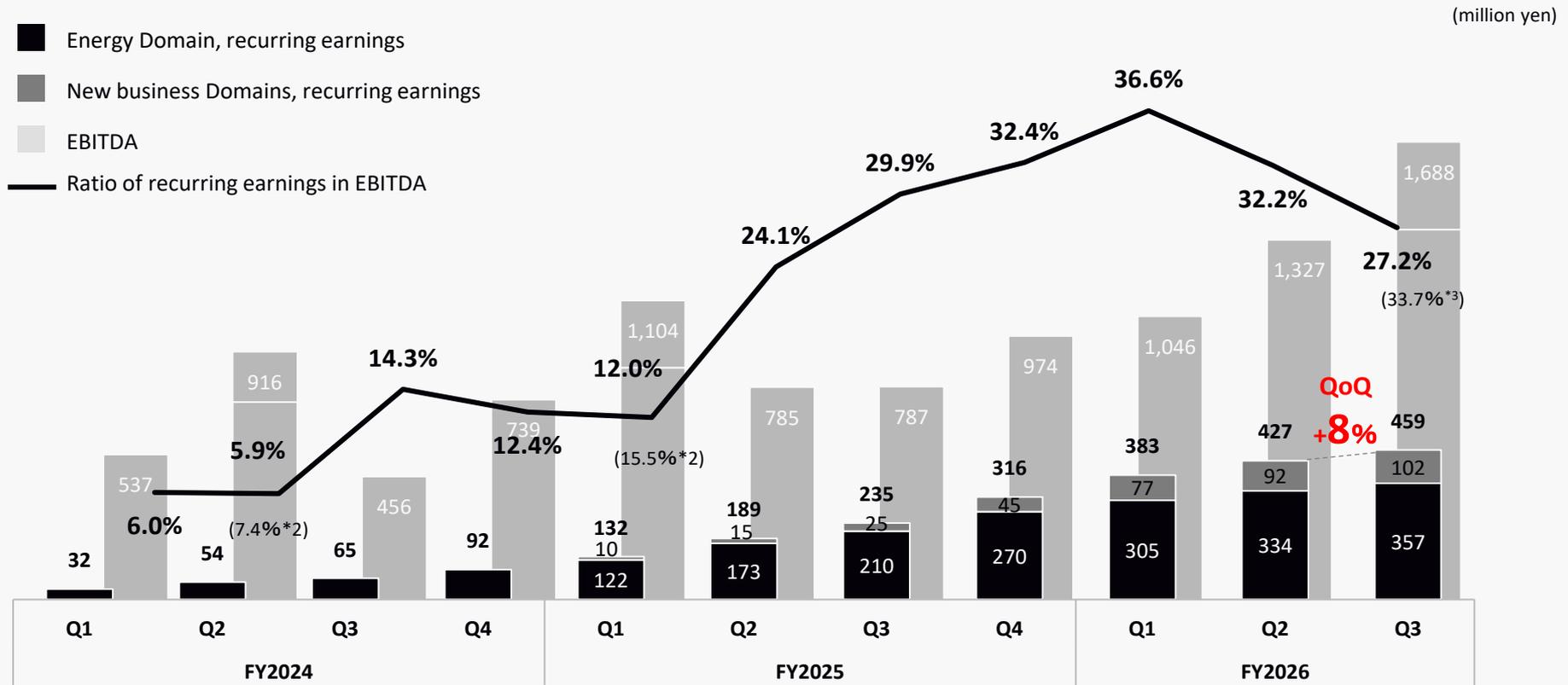
New business domains (Card-loan)

Recurring revenue is generated according to a users' monthly electricity and other usage fees (or usage amount). Compared to one-time earnings for each contract, acquired projects generate expected recurring earnings 1.2 to 1.5 times higher.

In the engagement with Lake card loan business of Shinsei Financial Co., Ltd., recurring earnings occur with the profit share method based on revenue from the outstanding loans of users referred to by PORT.

KPI: Trend in Recurring Earnings

Significant accumulation of projected net recurring earnings in FY2025 steadily contributed to the expansion of recurring earnings. Recurring earnings as a percentage of EBITDA on an actual basis*3 was 33.7%, indicating a steady progress towards the recurring earnings ratio of 40% set for the final year of the medium-term management plan.



*1 In July 2023 (Q2 FY2024), PORT sold shares of PORT Engineering Inc., and a gain on sale of shares of subsidiaries and associates of 186 million yen was recorded. In May 2024 (Q1 FY2025), PORT sold the Net Vision Academy (NVA) business and a gain on sale of 247 million yen was recorded.

*2 Ratio of recurring earnings in EBITDA after exclusion of gains on dispositions.

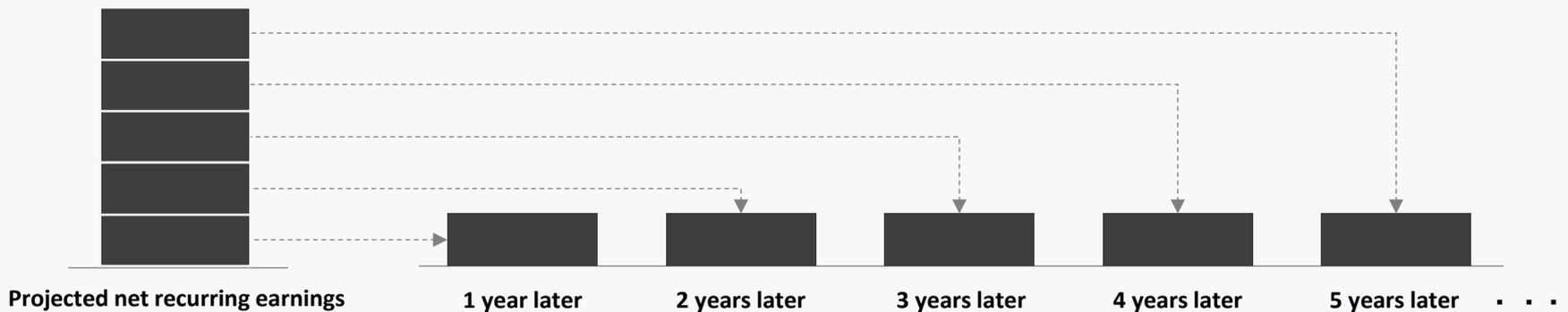
*3 Recurring earnings as a percentage of EBITDA calculated excluding the difference in valuation (323 million yen) upon the step acquisition.

KPI: Projected Net Recurring Earnings

Projected net recurring earnings is a figure estimating earnings expected to achieve from projects contracted with recurring earnings for a long term. Projected net recurring earnings is positioned as a key indicator for medium- to long-term growth as maximizing it contributes to expansion of recurring earnings.

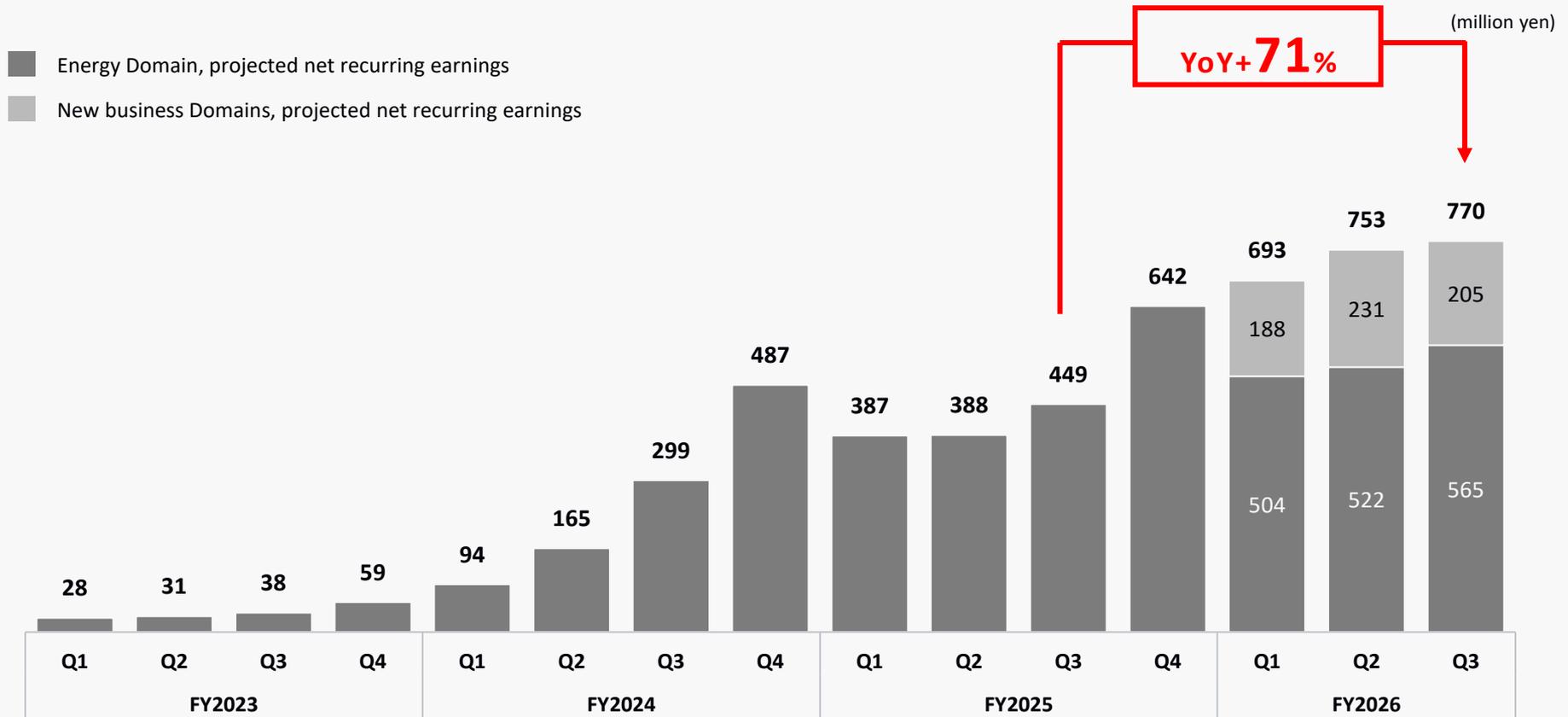
Formula of Projected Net Recurring Earnings

<div style="border: 1px solid black; padding: 10px; width: 80%; margin: 0 auto;"> <h3 style="margin: 0;">Projected revenue</h3> </div>	<p>—</p>	<div style="border: 1px solid black; padding: 10px; width: 80%; margin: 0 auto;"> <h3 style="margin: 0;">Projected expenses</h3> </div>	<p>=</p>	<div style="background-color: black; color: white; padding: 10px; width: 80%; margin: 0 auto;"> <h3 style="margin: 0;">Projected net recurring earnings</h3> </div>
<ul style="list-style-type: none"> Recurring remuneration (considering monthly cancellation rate*, discount rate, etc.) *For the energy domain, the period is limited to five years (60 months) in principle. For other domains, expected revenue for a long term is calculated for a reasonable period. 		<ul style="list-style-type: none"> Call center and other inquiries response, customer maintenance expenses Recurring remuneration expenses of projects obtained from sales partners and others Capitalized depreciation of contract cost (advertising expenses, outsourcing expenses, etc.) 		<p>Expected earnings to be recorded as recurring earnings in the future</p>



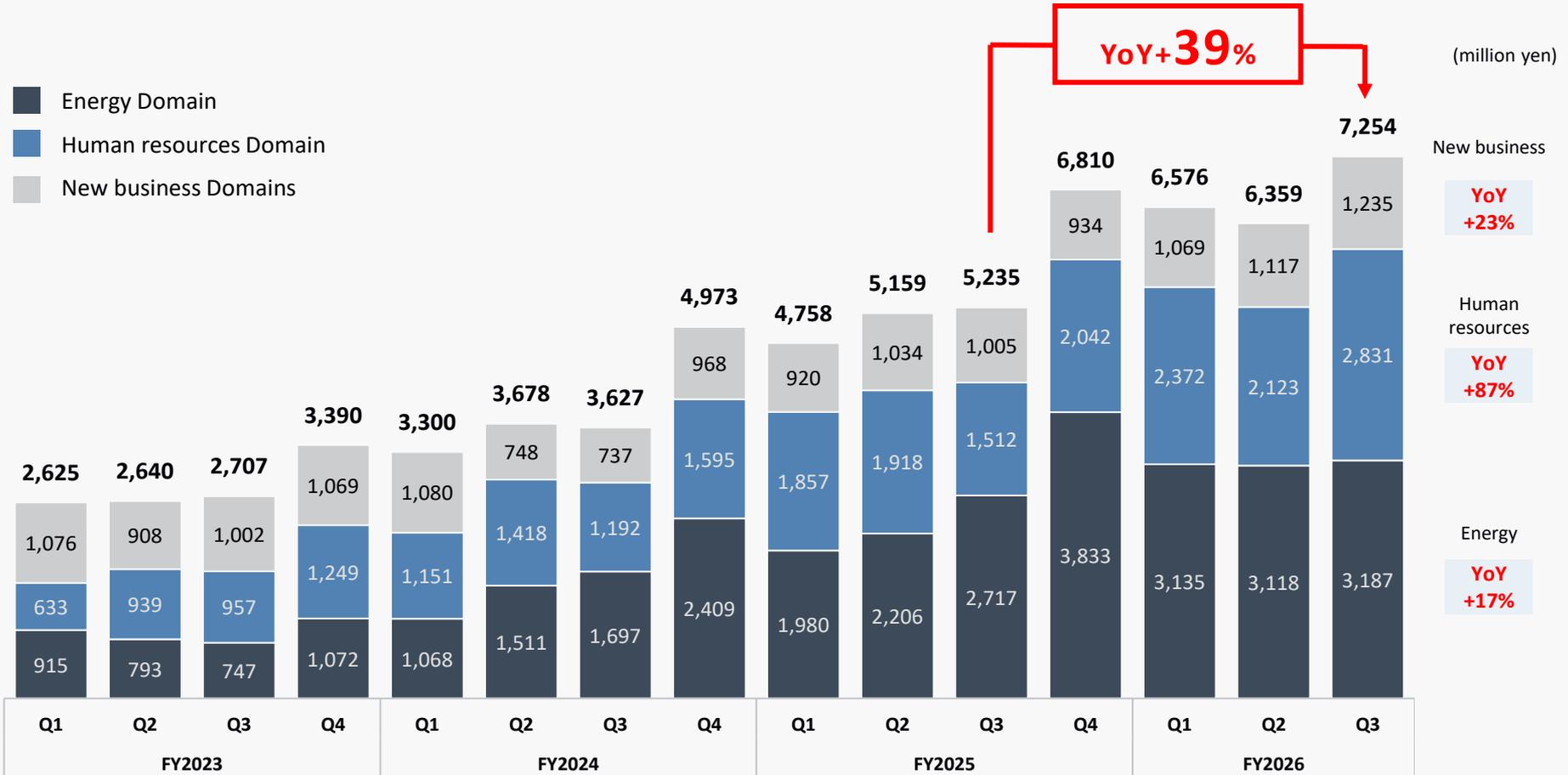
KPI: Trend in Projected Net Recurring Earnings

In view of steady expansion of recurring earnings, we continued with active accumulation of projected net recurring earnings to achieve the medium-term management plan, significantly increasing it by 71% year on year. The energy domain alone increased by 26% year on year. (Projected net recurring earnings of new business domains have started to be recorded as they have become able to be calculated appropriately starting in Q1 of FY2026.)



Trends in Quarterly Revenue

With the consolidation of HRteam Co., Ltd. in addition to the organic growth of each business, overall revenue increased significantly by 39% year on year. In the human resources domain, revenue increased by 40% year on year excluding the effect of consolidation of HRteam Co., Ltd. The energy domain also continued to maintain high growth rate.



*Energy Domain: INE, Inc became a consolidated subsidiary in January 2022 (Q4 FY2022) and Five Line Inc. became a consolidated subsidiary in July 2023.

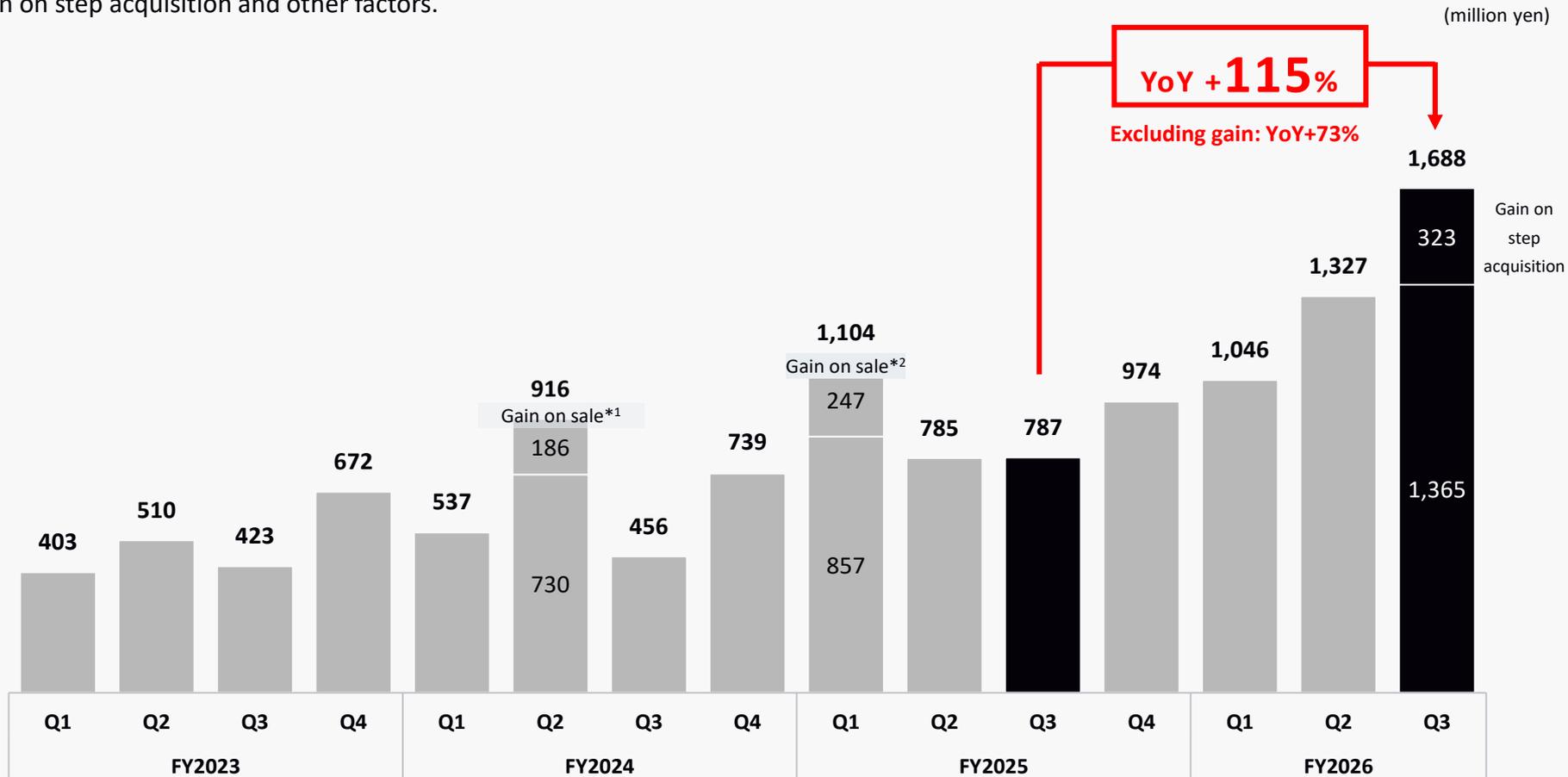
*Human resources Domain: Minshu, Inc. became a consolidated subsidiary in April 2024 (Q1 FY2025), Net Vision Academy was transferred in May 2024.

*New business Domains: In June 2024, Doors Inc. was excluded from consolidation following the sale of its shares. (Reclassified as a discontinued operation from FY2024.)

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Trends in Quarterly EBITDA

Even while proactively accumulating projected net recurring earnings, EBITDA significantly increased by 115% year on year backed by organic growth in each business, accumulation of recurring earnings, consolidation of HRteam Co., Ltd., recording of 323 million yen of gain on step acquisition and other factors.



*1 In July 2023, the Company sold shares of PORT Engineering, Inc. A gain of 186 million yen was recorded on the sale of shares.

*2 Net Vision Academy business (NVA) was sold in May 2024. A gain of 247 million yen was recorded.

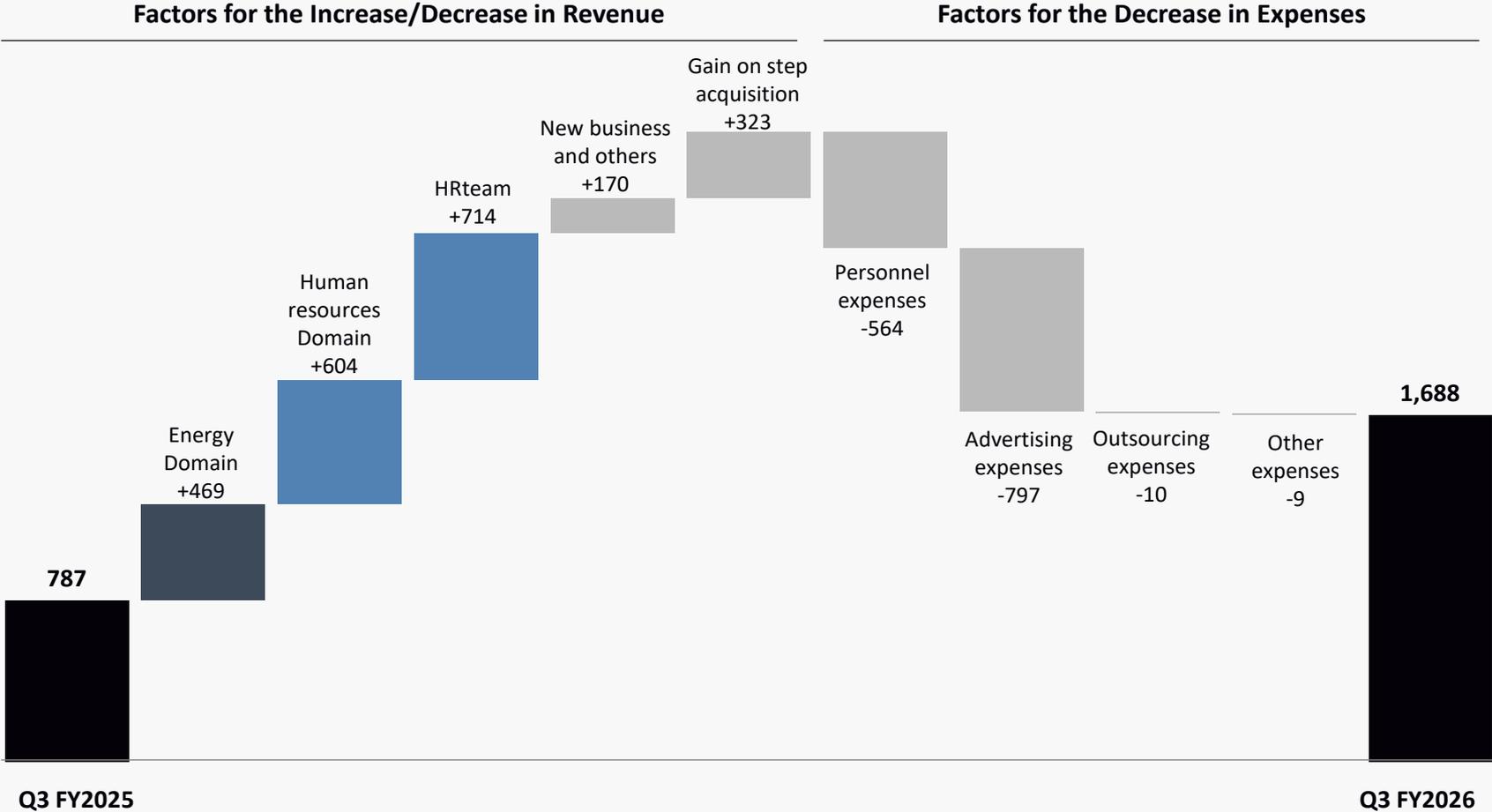
*3 EBITDA until the fiscal year ended March 31, 2023 = operating income + depreciation and amortization + stock-based compensation expenses; from the fiscal year ending March 31, 2024 EBITDA = operating income + depreciation and amortization + loss on retirement and write-down of fixed assets + stock-based compensation expenses.

*4 HRteam Co., Ltd. will be accounted for by the equity method from December 2024, and the impact on the overall Q3 results will be minor.

EBITDA Change Analysis

Revenue expansion of each business, centering on the significant growth in the human resources domain, surpassed increases in advertising expenses and personnel expenses by far, and such combined with the consolidation of HRteam Co., Ltd. contributed to a significant increase in EBITDA.

(million yen)



Trends in Quarterly Operating Profit for the Domain and Corporate Cost

Operating profit for the domain grew significantly by 58% year on year. Corporate cost increased due to the difference in recording period of paid leave allowance, consolidation of HRteam Co., Ltd., the increase in rent, etc. associated with office expansion.



*Energy Domain: INE, Inc. became a consolidated subsidiary in January 2022 (Q4 FY2022) and Five Line Inc. became a consolidated subsidiary in July 2023.

*Human resources Domain: Minshu, Inc. became a consolidated subsidiary in April 2024 (Q1 FY2025); Net Vision Academy was transferred in May 2024.

*New business Domains: In June 2024, Doors Inc. was excluded from consolidation following the sale of its shares. (Reclassified as a discontinued operation from FY2024.)

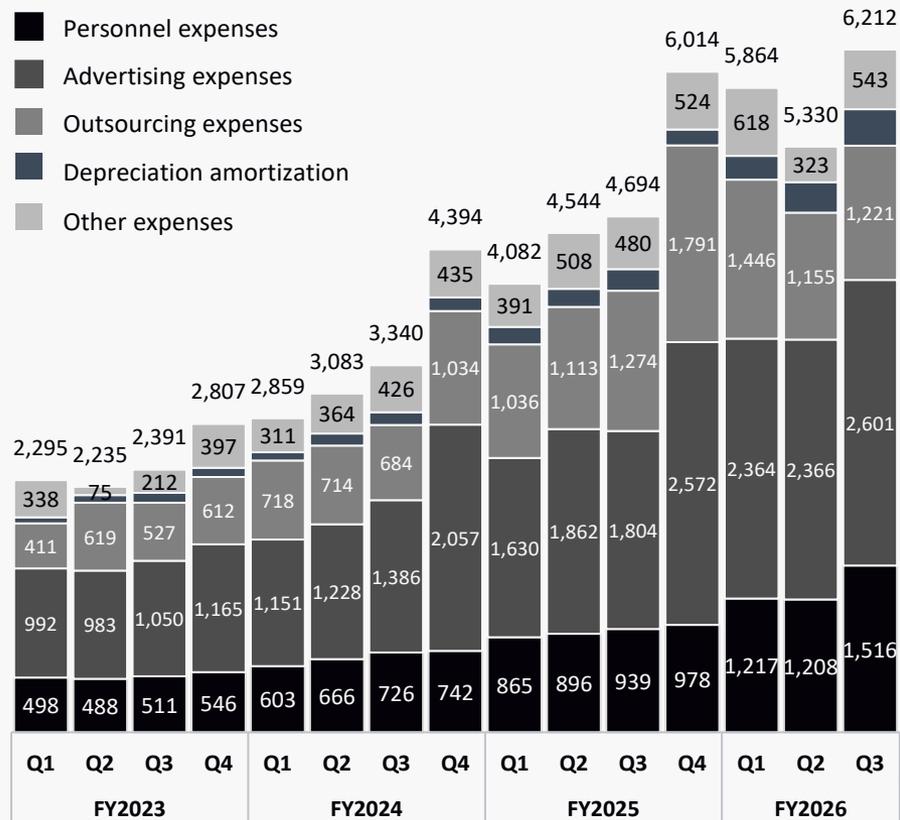
*Approximately 70 million yen was recorded as shareholder benefits expenses for Q2 and approximately 50 million yen for Q4 in FY2025. In accordance with our shareholder return policy, we will abolish the shareholder benefits at the end of March 2025 and shift to dividend payments (progressive dividends).

Trends in Quarterly Major Expenses

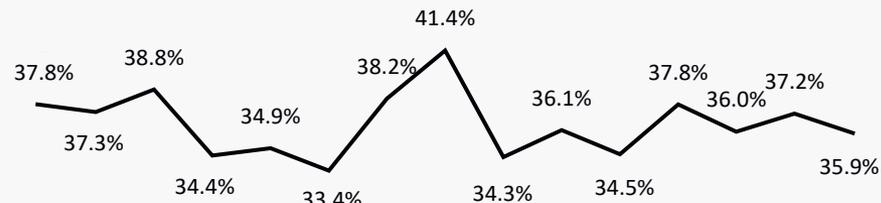
Continued proactive growth investments in each domain backed by favorable market environment. Ratio of advertising expenses to revenue increased year on year with the enhancement of marketing investments. Furthermore, expenses, including personnel expenses, increased due to the consolidation of HRteam Co., Ltd.

Major Expenses

(million yen)



Ratio of Advertising Expenses to Revenue



Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
FY2023				FY2024				FY2025				FY2026		

*The results for the fiscal year ended March 31, 2024 are after the reclassification of the results of DOORS Inc. as discontinued operations due to the sale of the shares of the company.

*The recording of paid leave provisions was changed from "Personnel expenses" to "Other expenses," due in part to the timing differences in their accrual.

Financial Position

Major breakdown items for the increase in non-current assets are an increase in goodwill due to the consolidation of HRteam Co., Ltd., an increase in property, plant and equipment with grid storage power station starting operation at one location, an increase in right-of-use assets due to office leasing contract, and an increase of intangible assets due to the contract costs.

IFRS (million yen)		Q2 FY2026 (Sep. 30, 2025)	Q3 FY2026 (Dec. 31, 2025)	Difference
Total Current Assets		9,064	8,784	-279
Cash and Cash Equivalents		5,763	4,985	-777
Other Financial Assets		36	35	-1
Total Non-current Assets		17,589	22,290	+4,701
Goodwill		4,554	8,134	+3,580
Contract costs		2,268	2,587	+319
Energy Domain		650	708	+58
New business Domains		1,617	1,879	+261
Total Assets		26,653	31,075	+4,422
Total Current Liabilities		7,440	9,990	+2,549
Total Non-current Liabilities		9,765	10,682	+916
Total Liabilities		17,206	20,672	+3,466
Equity Attributable to Owners of Parent		9,448	10,166	+717
Ratio of Equity Attributable to Owners of Parent to Total Assets		35.5%	32.7%	-2.7pp
Total Equity		9,447	10,403	+956

Although the indicators fluctuated with the consolidation of HRteam Co., Ltd., they remained at benchmark levels. We will continued to flexibly consider leverage utilizing borrowing capacity going forward, while maintaining awareness of benchmark levels set in our financial policy.

As of September 30, 2025				As of December 31, 2025			
Consolidated BS (IFRS)		(million yen)		Consolidated BS (IFRS)		(million yen)	
Cash and Cash Equivalents	5,763	Interest-bearing debt	9,528	Cash and Cash Equivalents	4,985	Interest-bearing debt	10,187
Goodwill	4,554	Other Liabilities	7,678	Goodwill	8,134	Other Liabilities	10,485
Other Assets	16,336	Net Assets	9,447	Other Assets	17,956	Net Assets	10,403

As of Sep. 30, 2025

As of Dec. 31, 2025

Ratio of equity attributable to owners of parent to total assets* ¹	35.5%	32.7%	About 30% as a target. Temporary decreases due to M&A, etc. are acceptable.
Goodwill / Ratio of equity attributable to owners of parent to total assets	48.2%	80.0%	About 100% as a target. Temporary rise above 100% due to M&A, etc., is an acceptable policy.
Net debt/EBITDA ratio* ²	0.71x	0.98x	Despite an increase due to the increased liabilities, remained within acceptable limits through improved profitability.
Net debt/Equity ratio	0.40x	0.51x	Despite the increased liabilities, sound financial base remained unchanged backed by an increase in net assets.

*1 Equity ratio

*2 Calculated using the revised EBITDA performance forecasts (5,300 million yen) for FY2026.
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For both the energy domain and the human resources domain, the market environment and outlook are favorable, and there are no signs of impairment. The PMI of Minshu, Inc., which was consolidated in April 2024, has progressed steadily. Goodwill of the human resources domain increased by approximately 3.6 billion yen (before PPA) due to the consolidation of HRteam Co., Ltd.

	Market		Outlook	
<p>Energy Domain</p> <p>Approx. 2.1 billion yen</p>		<ul style="list-style-type: none"> • Following the increase in regulated electricity rates of regional electric power companies, electric power providers raised their rates. • Although there is still a risk of fluctuation in electricity wholesale rates, the market was more stable than in 2022. • The competitive environment intensified as electric power providers stepped up efforts to capture new customers and undertook aggressive promotion of sales activities. 		<ul style="list-style-type: none"> • In line with growth of our market share, our presence will increase and so will the number of contracts signed and successful contract unit rate. • To increase the likelihood of continuous growth, we will attach importance to the shift to recurring earnings. • We will make active investments in marketing seeking further expansion in market share.
<p>Human Resources Domain</p> <p>Approx. 6 billion yen</p>		<ul style="list-style-type: none"> • The new graduate recruitment support market is trending higher amid a growing corporate willingness to hire such workers and climbing demand for them. • The population of new graduates as our main service targets is expected to remain flat amid the rise in the ratio of students advancing to higher educations. • It is estimated that the unit cost of hiring new graduates will continue to rise due to intensifying competition for new graduate recruitment. 		<ul style="list-style-type: none"> • Enrichment of the product lineup will strengthen the new graduate member base and increase our ability to attract users. • In view of the expansion of the contract support organization and regional expansion, major growth in personnel referral services is anticipated. • We will bolster cross-selling promotion for graduates and recent graduates in the future.

Topics(1): Grid Storage Power Station: Trading Market and Current Progress

In the grid storage power station business, there are three types of market trading patterns; the wholesale power market, the demand and supply adjustment market, and the capacity market. Currently, three storage power stations are in operation, two of which have started trading in the demand and supply adjustment market.

Business Model

There are mainly three market trading patterns, and revenue is maximized through optimal operations tailored to market trends.

<p>(1) Wholesale power market</p>	<p>Market for trading energy volume (kWh value) to be supplied to customers.</p>
<p>(2) Demand and supply adjustment market</p>	<p>Market for trading balancing capacity (ΔkW value) to maintain grid frequency.</p>
<p>(3) Capacity market</p>	<p>Market for trading supply capacity (kW value) to be required in the future.</p>

Current Progress

Executed a total investment of approximately 1 billion yen.

Sequentially commenced trading in the demand and supply adjustment market (primary balancing capacity) also.

	Gunma Ota grid storage power station	Gunma Isesaki No.1 grid storage power station	Gunma Isesaki No.2 grid storage power station
Grid storage power output	About 2 MW		
Grid storage power capacity	About 8 MWh		
Operational status (start date)	Operating (June 18, 2025)	Operating (June 10, 2025)	Operating (October 16, 2025)
Current trading market	Wholesale power market Demand and supply adjustment market	Wholesale power market Demand and supply adjustment market	Wholesale power market

Timing of revenue recording: Expected approximately two months after the trading month (e.g., November performance is recorded in February).

Topics(1): Grid Storage Power Station: Turnaround to Profitability

Due to a vertical startup from Q4, the business outperformed the initial full-year deficit forecast and turned profitable in its first year. Recent operating results will serve as the baseline for FY2027 and ongoing earnings power is currently being validated. Detailed financial impact is not disclosed at this time for competitive reasons.

Profit Trend Concept

Operational Validation Phase

June-December

- Start of pilot operation
- Start of trading in the wholesale power market and the demand and supply adjustment market
- Establishment of troubleshooting during operation and stable operation systems

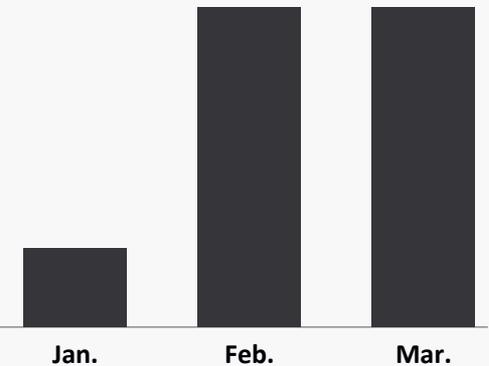
Monetization Validation Phase

January-March

- Establishment of trading structures in each market
- Stabilization of operations

Operation beginning at two locations
Entry into the wholesale power market

Operation beginning at one location
Entry into the demand and supply adjustment market



Currently validating sustainable profitability for FY2027 and beyond.

Currently, while advancing the final monetization validation phase, we are preparing for full-scale business expansion.

- 01** **Coordination and monetization validation for all storage power stations to enter the demand and supply adjustment market.**

- 02** **Strengthening responsiveness by participating in secondary and tertiary balancing capacity trades in the demand and supply adjustment market.**

- 03** **Land sourcing to enable speedy market entry during full-scale business expansion.**

In order to maximize agility, profitability, and reproducibility for full-scale entry into the grid storage power station business from FY2027, the following will be the basic policies of our development strategy.

Basic Policy of Development Strategy

- | | | |
|-----------|---|---|
| 01 | Self-Ownership | Maximize return on investment through long-term ownership while controlling risks and returns in-house, rather than through co-investment or asset management. |
| 02 | In-House Development | By taking the lead in everything from land sourcing to power grid applications and the selection of storage batteries, related systems, and construction companies, accumulate core know-how and minimize development costs. |
| 03 | Market-Based Trading | Pursue high profitability through active market participation rather than fixed-revenue models such as long-term decarbonization auctions and lease contracts. |
| 04 | High-Voltage Storage Power Station | Specialize in high-voltage power storage stations that allow for early operation launch, rather than large-scale special high-voltage storage power stations that require a long time to become operational. Develop business at an overwhelming speed. |
| 05 | No Subsidies | In order to ensure agility and flexibility by eliminating delays in the start of projects and other impacts due to application periods and results as well as restrictive conditions regarding specifications and operational policies, etc., we have adopted a policy of not utilizing subsidies, etc., as a general rule. |

We are preparing a procurement scheme for investment funds for the grid storage power station business separately from funds for M&A and other growth investments.

01 Assume bank borrowings through green finance

We are preparing to raise funds for investment in the grid storage power station business through bank borrowings via green finance, rather than equity financing that accompanies equity dilution in principle. Currently in discussions with several financial institutions.

02 Separate management of investment capacity

By positioning bank borrowings with revenue from the grid storage power station business as the source of repayment, we procure funds separately from funds for M&A and other growth investments to secure debt capacity (borrowing capacity).

Topics(2): Completed Acquisition of Treasury Shares Totaling Approximately 700 million Yen in FY2026

In light of our current share price level, we have expanded our share repurchase limit beyond the initial plan, acquiring a cumulative total of approximately 700 million yen of treasury shares in FY2026. We aim to improve cost of capital efficiency by leveraging such for proactive corporate actions in the future, such as M&As.

Total amount of treasury shares acquired

Total for FY2026: Approximately **700** million yen

(As of December 30, 2025)



We will utilize it flexibly in future corporate actions such as M&As.

With the full-scale rollout of our corporate AI system “ENGINE,” the active use of AI has become ingrained in every business process within our administrative division. This has contributed to a significant reduction in the rate of personnel expansion.

01

Check AI

Primary checks in business processes

- Automated primary review of contracts, rules, regulations, etc. and detection of risk clauses.
- Automated primary screening for validity and incompleteness of expense reimbursement and other application details.
- Automated detection of abnormalities in journal entries processing for each account, etc.

02

Documentation AI

Document preparation and proofreading

- Drafting minutes from meeting recordings and creating project proposal drafts.
- Providing logical basis for complex accounting treatments based on input information that should be complied with, such as accounting standards.
- Creating drafts and scrutinizing them for any content inconsistencies based on input external document formatting rules.

03

Communication AI

Inquiry response

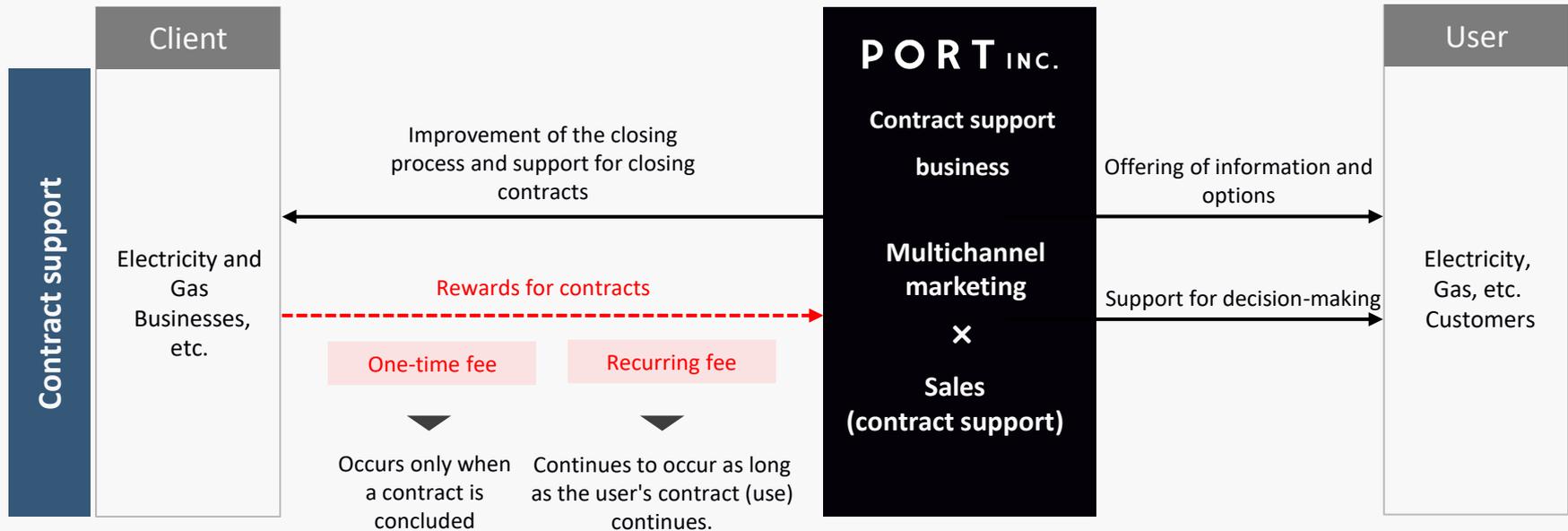
- Preparing draft responses to internal inquiries based on company rules and regulations, laws, etc. to be used by the person in charge.
- Expanding the knowledge base through accumulation of response history.

02

Energy Domain

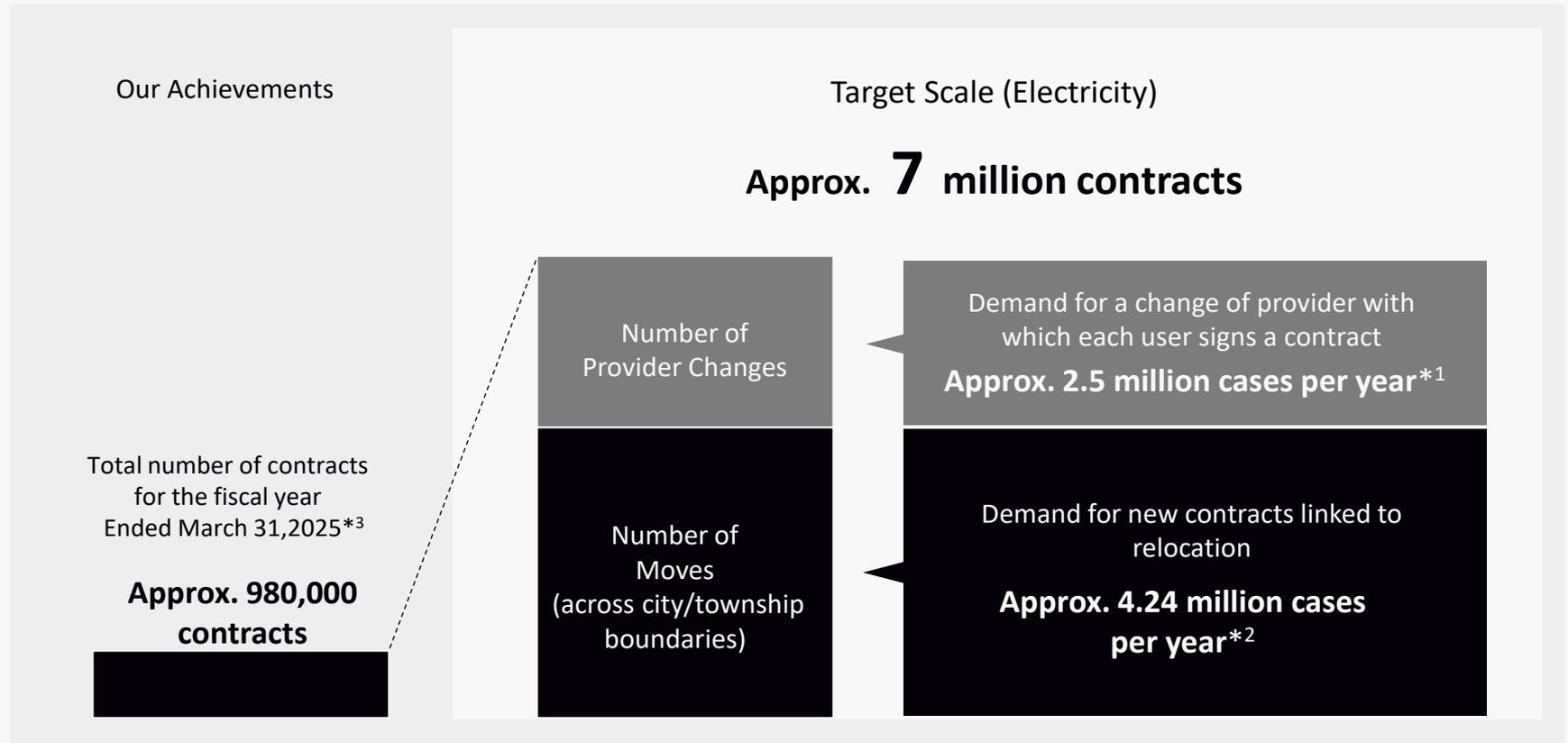
We primarily provide contract support services for electric power companies, supporting the sale of electricity and gas utilities services individual customers, leveraging our unparalleled contract-winning capabilities and multi-channel marketing to attract customers.

- 1 Contract support services for electricity and gas, etc. (no electricity procurement risks)
- 2 Revenue model in which a one-time fee is received upon contract conclusion and recurring fees are received for as long as electricity is used
- 3 Top runner in contract support for electric power sales to individuals



Energy Domain Market Size

Based on relocation-related new contracts and contracts from provider switches, the potential demand for electricity contracts is estimated at approximately 7 million annually. There is enormous scope for us to increase the market share.



*1 Data calculated from "New Electricity Net " by Energy Information Center, Inc. Source: Electricity and Gas Market Surveillance Commission

*2 Calculated by us based on "Housing Market and Issues in 2040," June 13, 2024, Nomura Research Institute, Ltd.

*3 Total number of contracts includes the number of contracts for gas and other ancillary services other than electricity.

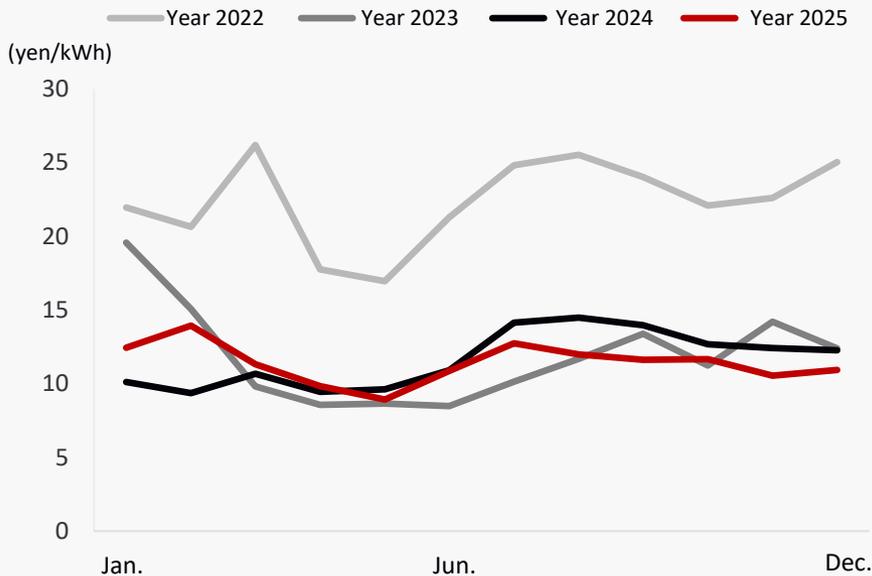
Energy Domain Most Recent Market Environment

In 2022, despite a significant increase in JEPX market prices due to soaring resource prices and other reasons, prices have remained stable since 2023. Additionally, power companies have become better able to hedge risks associated with price fluctuations than before, accelerating the resumption and strengthening of promotional activities.

JEPX market price tends to stabilize

In 2022, JEPX market prices rose significantly due to soaring resource prices and other reasons. Though we need to continue to watch the prices, have remained at the stable level since 2023.

JEPX market price*



Sales promotion activities of electric power companies, etc. strengthened

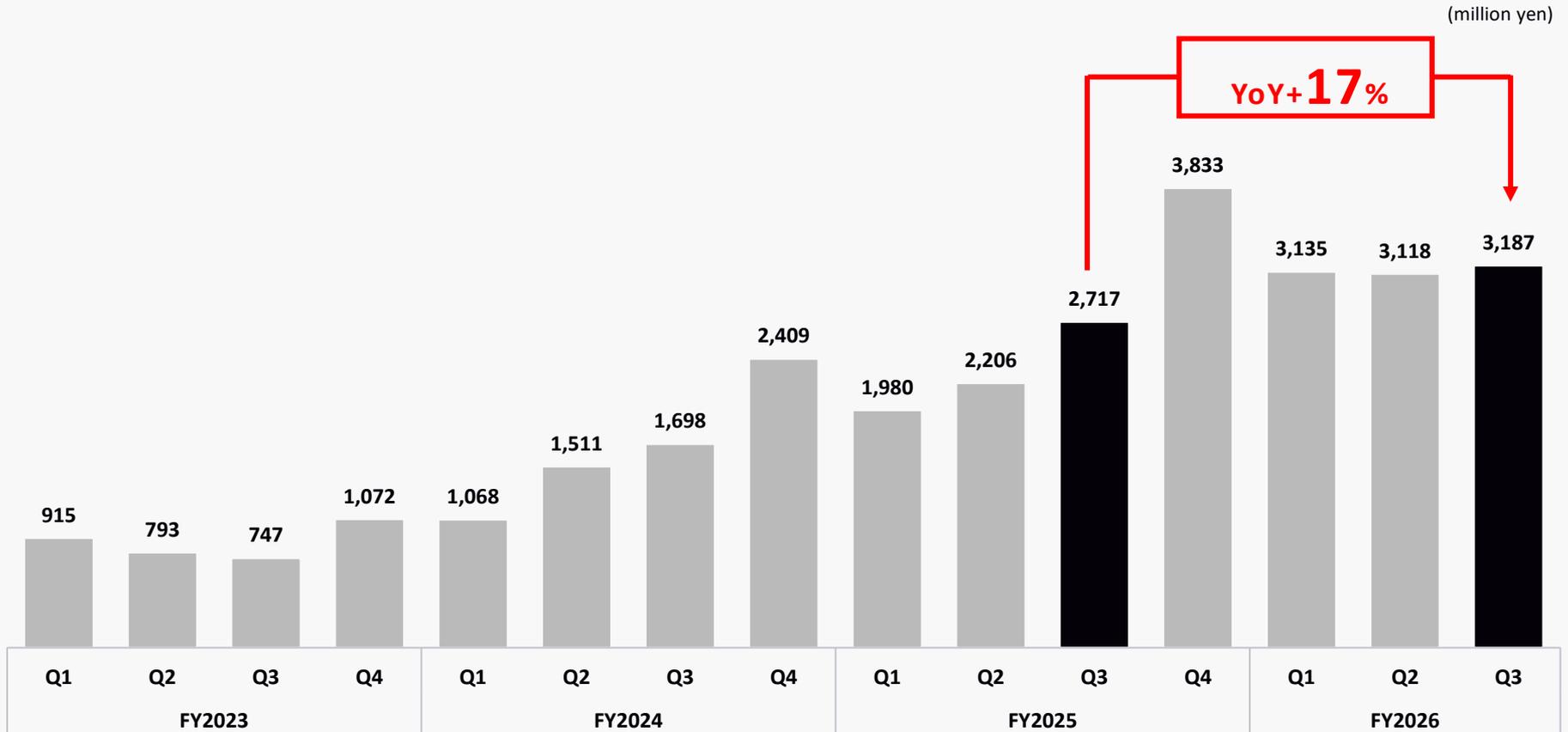
Market-linked pricing plans, proper price pass-through to users, and other reasons have reduced the risk burden on the part of power companies compared to the past, and sales promotional activities have been resumed and strengthened.



* System price monthly average from JEPX trading information <https://www.jepx.jp/electricpower/market-data/spot/>
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Energy Domain: Revenue

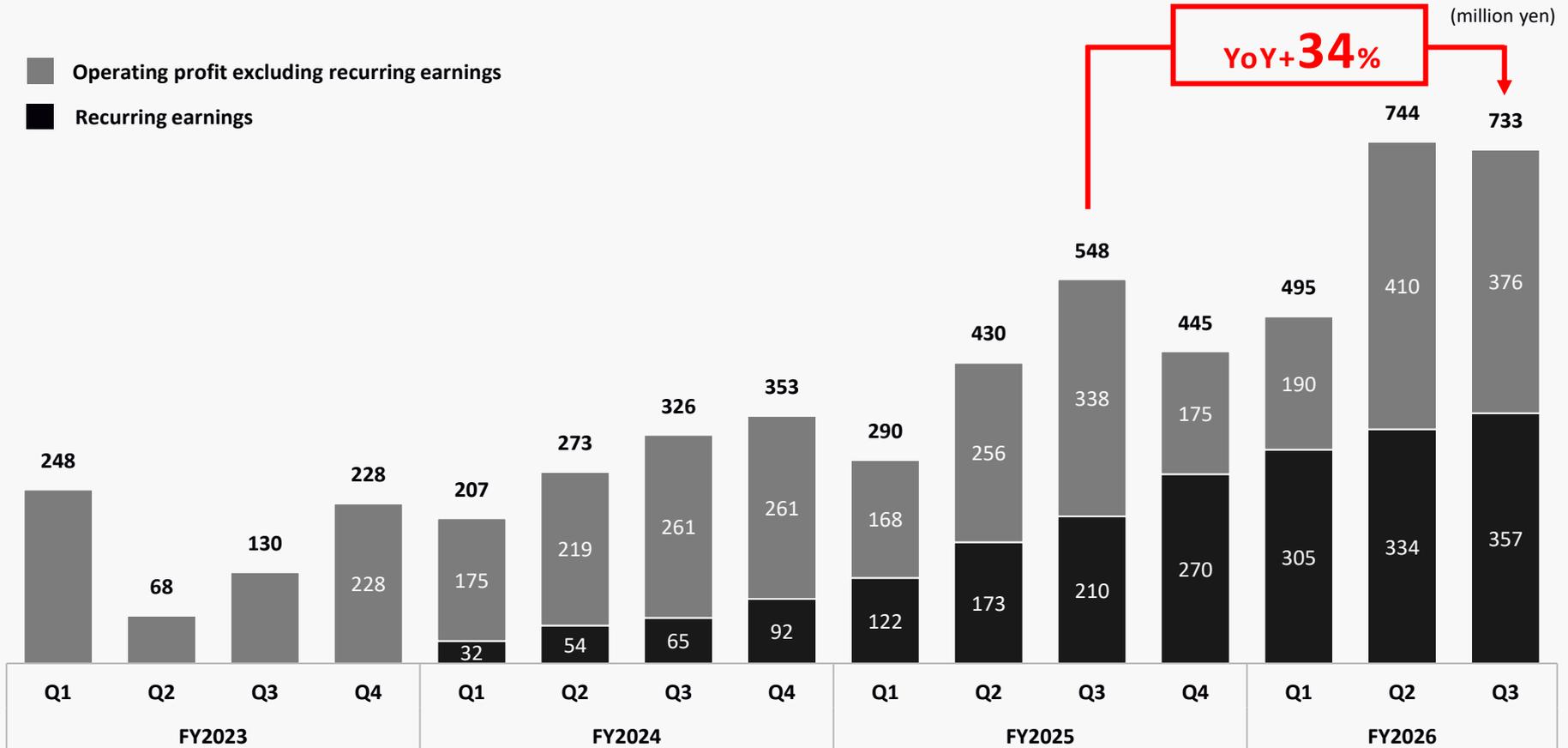
Amid a favorable market environment, continued proactive marketing investments. In addition to a greater total number of contracts received, an increase in contract unit price contributed to the growth of 17% year on year.



*In the energy domain, INE, Inc. became a consolidated subsidiary in January 2022, also Five Line Inc. became a consolidated subsidiary in July 2023.
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Energy Domain: Operating Profit for the Domain

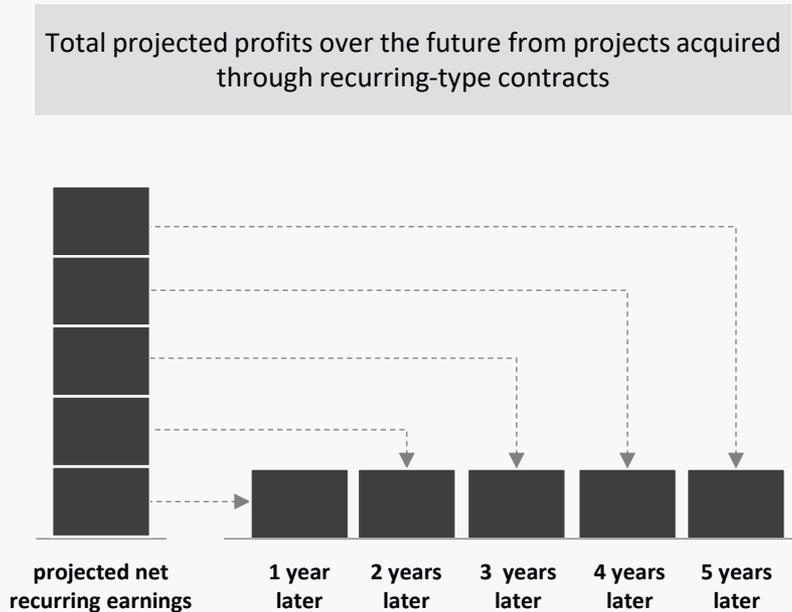
While conducting marketing investments as well as proactively accumulating projected net recurring earnings for growth in FY2027 and beyond, operating profit for the domain remained strong at a high level, second only to Q2, backed by steady growth of recurring earnings and an increase in contract unit price. The increase was 34% year on year.



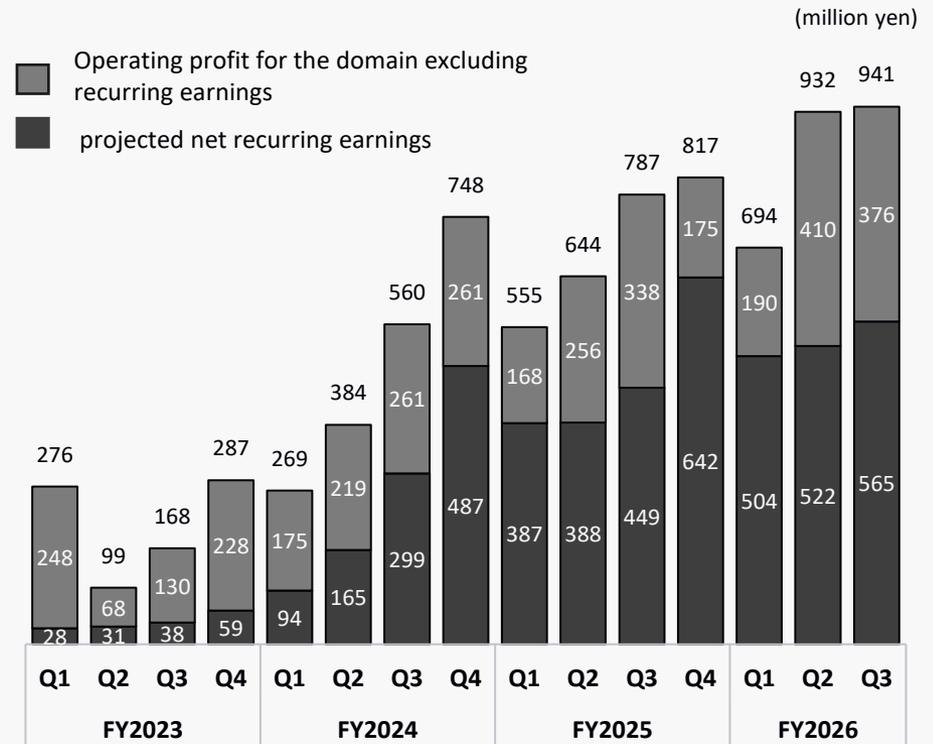
*In the energy domain, INE, Inc. became a consolidated subsidiary in January 2022, also Five Line Inc. became a consolidated subsidiary in July 2023.
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When converting all recurring earnings gained in Q3 FY2026 to conventional one-time earnings, the generating capacity of operating profit for the domain is 941 million yen for Q3 alone.

What is projected net recurring earnings?

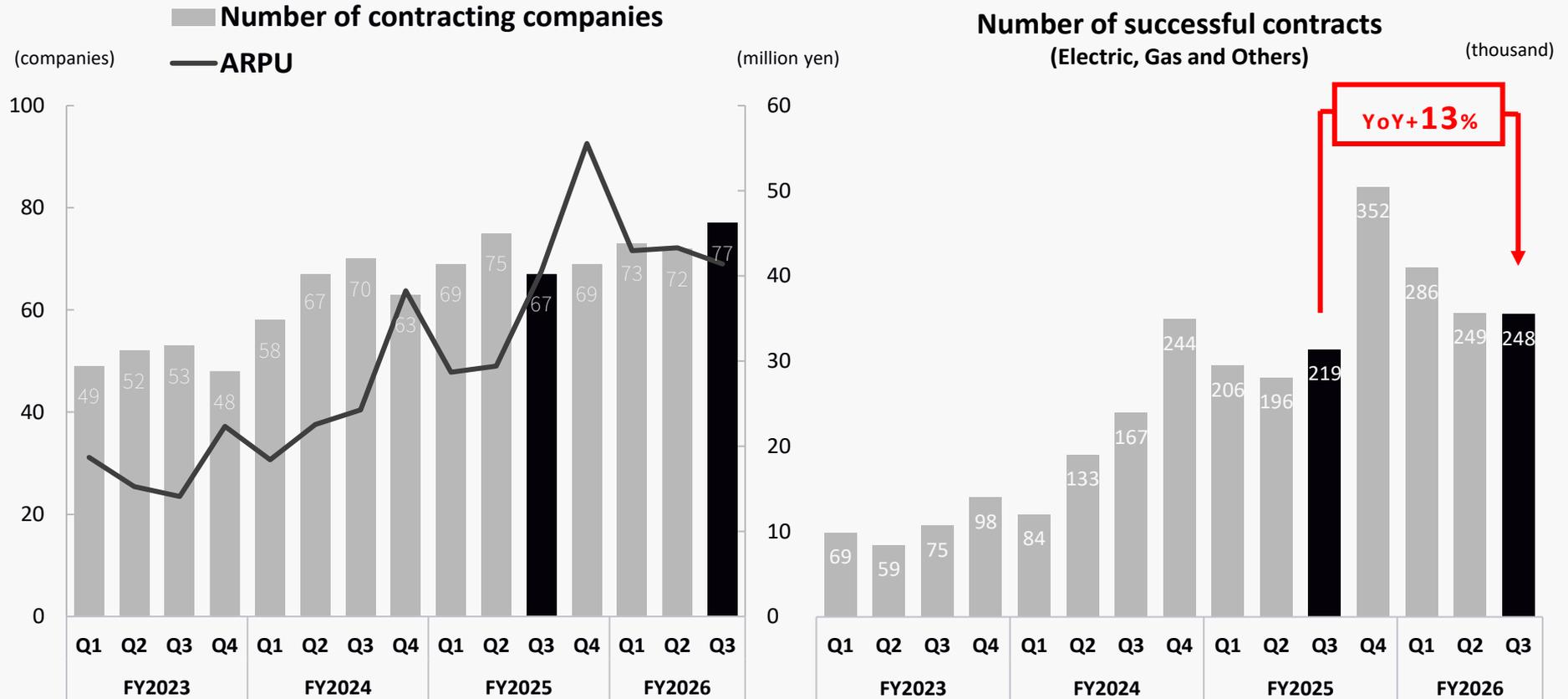


Ability to generate operating profit in the energy domain



KPI for Energy Domain

The total number of contracts received increased year on year as individual electric power providers' motivation to acquire new customers increased and contracts for incidental products other than electricity also remained solid. The rise of unit prices for successful contracts also contributed to the year on year increase in the ARPU (sales revenue per contracting company).



*Due to a revision of the method of calculation, some errors have arisen from the figures for the total number of contracts signed, which had been disclosed until the third quarter of FY2024.

03

Human Resources Domain

Definitions

In the human resources domain, member count is a key performance indicator (KPI) that reflects the scale of our platform. We measure our membership using two distinct metrics: **Unique Members** and the **Total Number of Members**.

Unique Members: The Unique Members count represents the total number of distinct individuals who are members across all of our services. This metric is a result of consolidating and eliminating duplicate accounts.

For example: If one person signs up for Service A, Service B, and Service C, they are counted as one unique member.

This metric provides a more accurate view of our active and loyal customer base and shows the true scale of our ecosystem.

Total Number of Members: The Total Number of Members is a simple tally of every registered membership across each individual service.

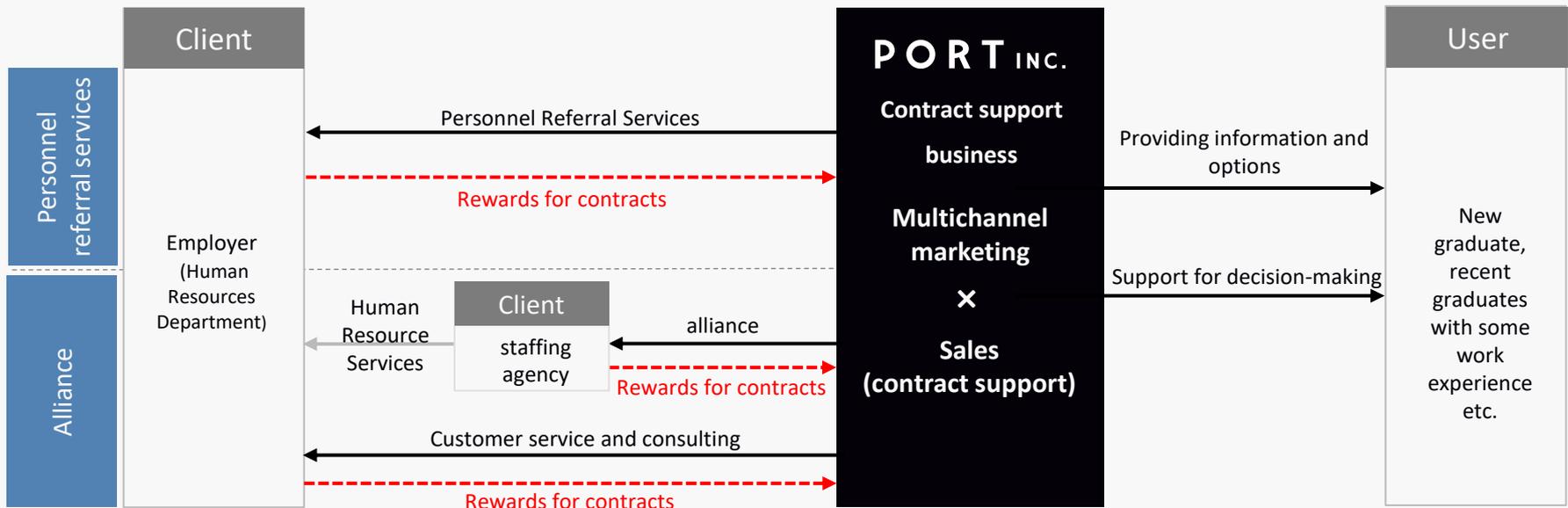
For example: If the same person signs up for Service A, Service B, and Service C, their registrations would be counted as three separate memberships in the total count.

While this figure shows the total number of accounts across our platforms, it's important to note that users in the job market often actively use multiple services. For this reason, we value both the unique and total member counts as key indicators of our platform's reach and the depth of user engagement.

Business Models in the Human Resources Domain

We primarily provide new graduate recruitment support services, leveraging our unparalleled contract-winning capabilities and multi-channel marketing to attract customers. We also operate personnel referral services for companies with job openings, and an alliance business that includes customer referral and consulting services for both companies with job openings and recruitment agencies alike.

- 1** Personnel referral services for companies with job openings, and customer referral and consulting services for recruitment agencies and companies with job openings
- 2** Marketing capabilities, capable of reaching over 90% of new graduates, with a unique user base
- 3** Top runner in the new graduate recruitment market



Human Resources Domain Market Size (New Graduate Support Market)

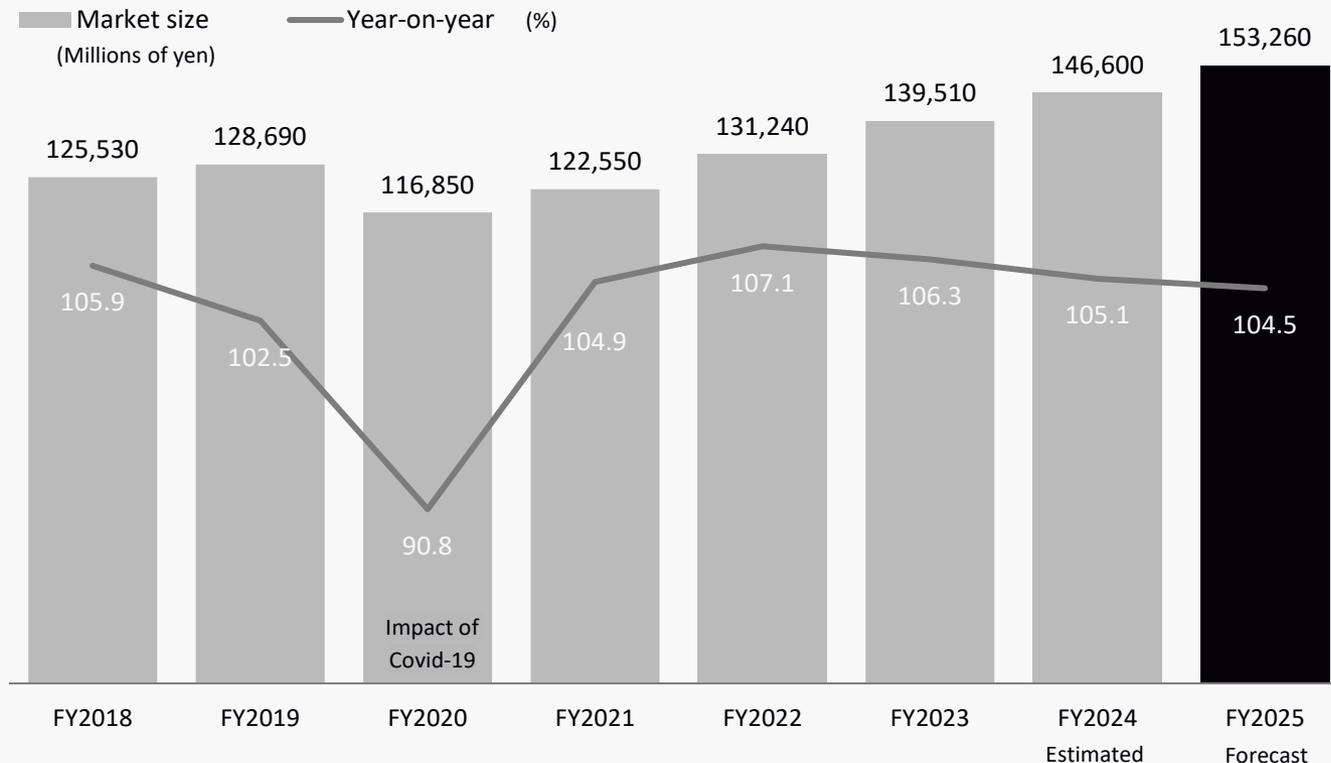
Due to the ongoing chronic labor shortage, companies are increasingly willing to hire new graduates.

As competition for talent intensifies and labor costs rise, recruitment costs have also been trending upward.

As a result, the overall size of the new graduate recruitment support market is expanding, and this trend is expected to continue.

Note: The analysis covers seven market segments: job information websites, event and seminar markets, new graduate introduction services, new graduate recruitment outsourcing, new graduate assessment tools, follow-up services for prospective hires, and direct recruiting services for new graduates. The calculation is based on the sales of service providers across seven market segments.

Market size of new graduate recruitment support services*1



*1 Yano Research Institute Ltd., "Research on New Graduate Recruitment Support Service Market (2023, 2024, 2025)" (released May 1, 2025)
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Human Resources Domain Market Size (New Graduate Support Market)

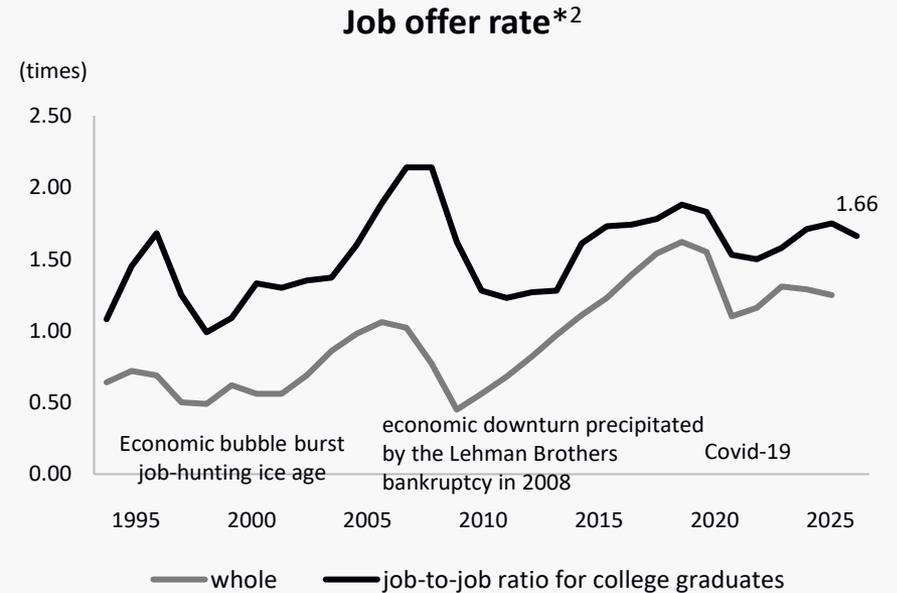
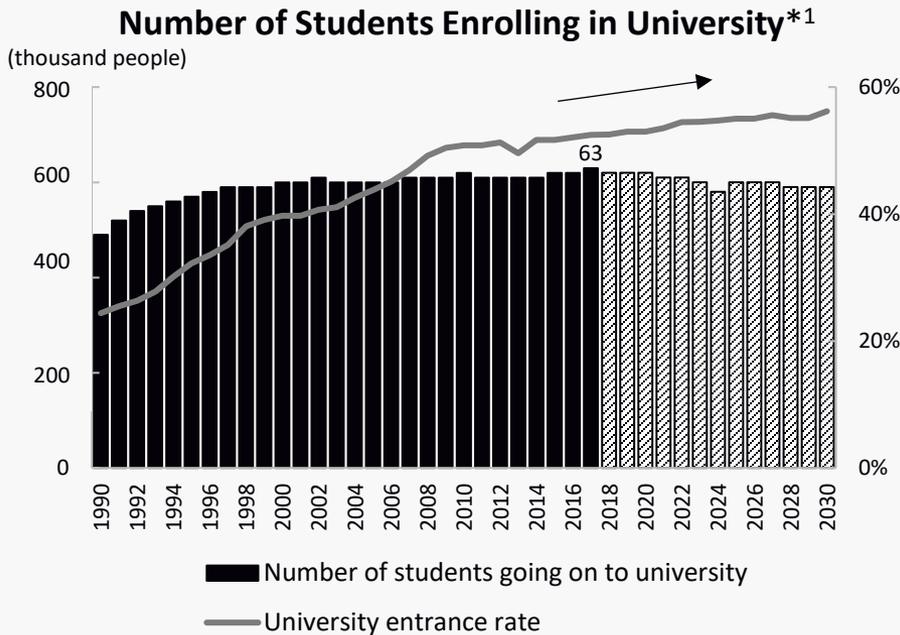
The number of university entrants, which constitutes the target population, is expected to remain flat for the time being, as the increase in university enrollment rates offsets the impact of population decline. Additionally, the job-offer-to-applicant ratio for university graduates has significantly recovered to pre-Covid-19 levels due to the recovery in corporate hiring demand.

The population of new graduates is expected to remain relatively stable for the time being

The increase in the university enrollment rate offsets the impact of the decrease in the youth population. The number of new graduates is projected to remain stable or slightly decrease until around 2030.

Job offer rate for university graduates is rising, with limited impact from economic fluctuations

The post-Covid-19 job-to-applicant ratio for university graduates is showing an upward trend due to increased hiring motivation as the economy recovers. Furthermore, this ratio is consistently higher than the overall job offer rate and remains above 1.0 regardless of economic conditions.



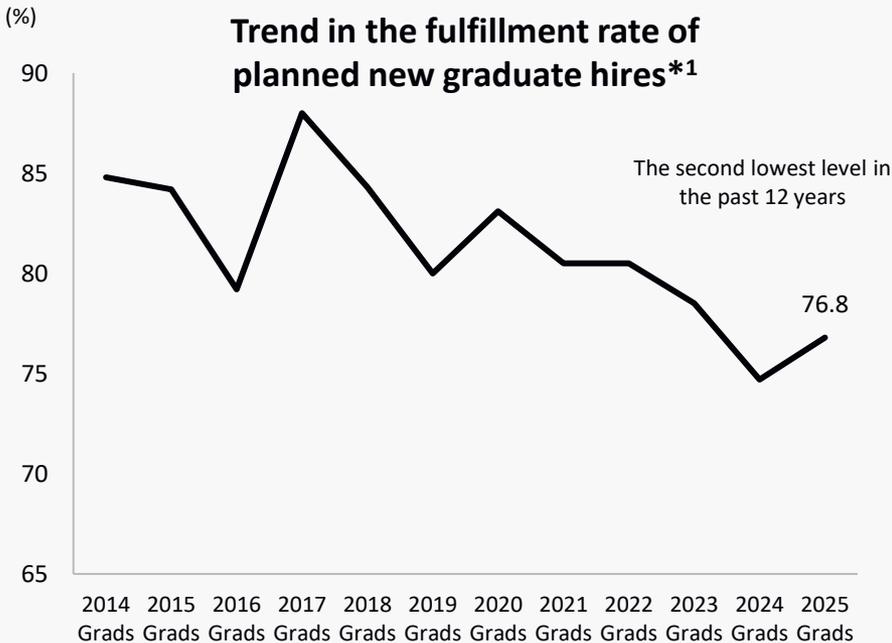
*1 Ministry of Health, Labour and Welfare, "Future Estimates of the Number of Students Enrolling in Universities"; Ministry of Education, Culture, Sports, Science and Technology, "Basic Survey of Schools and Colleges, Survey of Post-Graduation Status of Higher Education Institutions."

*2 Ministry of Health, Labour and Welfare, "General Employment Placement Situation," Recruit Works Research Institute, "The 42nd WORKS University Graduate Job Openings Survey (2026 Graduates)," released April 24, 2025.

The recruitment market is expected to become increasingly competitive, and a rise in the unit cost of hiring is considered inevitable. These market conditions are expected to work strongly in our favor, particularly for our personnel referral services to employers and alliances with staffing firms.

Difficulty in recruiting new graduates is increasing

The rate of successful new graduate recruitment is declining due to an increase in the number of companies starting new graduate hiring and the rise in the number of new graduates accepted by existing companies.



Forecast of unit cost of hiring for new graduates

The unit cost of hiring new graduates is expected to continue increasing, driven by intensifying competition under a student-favorable hiring market.

- Trend of recruitment unit costs in the new graduate recruitment support market**
1. Intensification of competition in new graduate recruitment, increase in the number of companies starting new graduate hiring
 2. Rising candidate acquisition costs for staffing agencies due to the seller's market
 3. Increase in salary levels (starting salaries) aimed at strengthening recruitment competitiveness



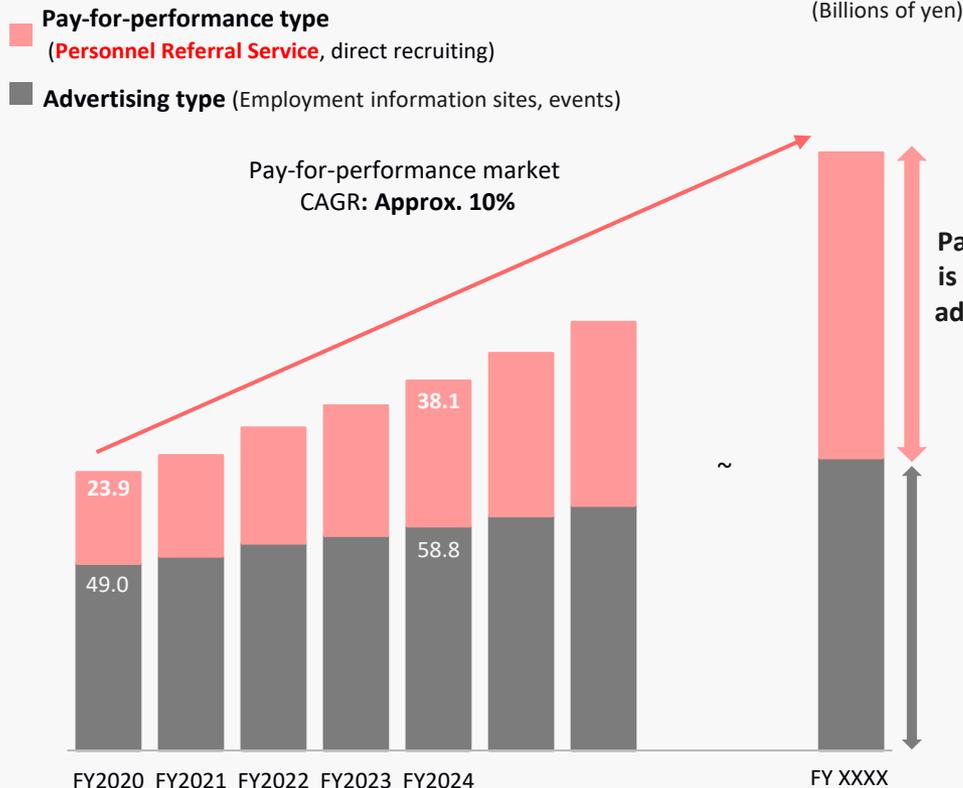
The recruitment unit cost per hire is expected to inevitably increase going forward.

*1 Recruit Works Institute "Works Recruitment Outlook Survey (New Graduates: 2026 Graduates)" released on December 20, 2024; number of job offers as of October 1, 2024 divided by the number of planned hires as of April 2024.

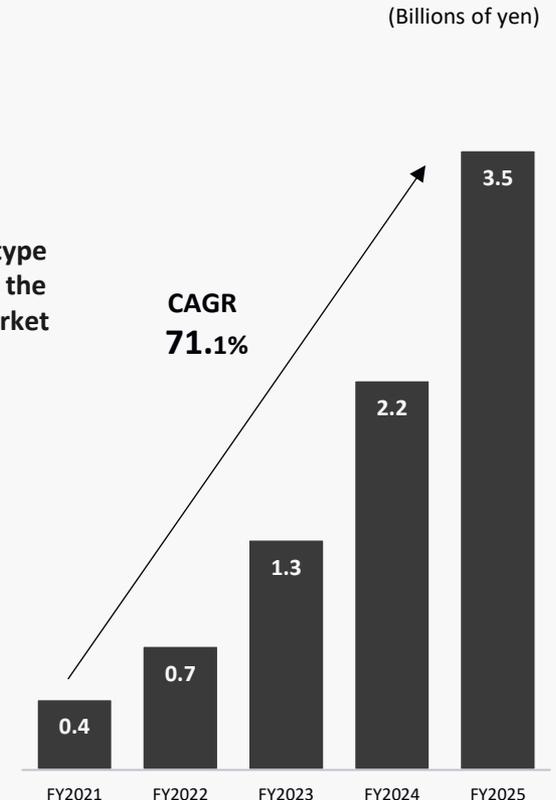
In the new graduate recruiting support market, demand is expected to increase significantly for pay-for-performance type services that enable efficient recruiting without the risk of no return. As the top runner in pay-for-performance services, we are driving the growth of the new graduate recruitment support market.

Market Size Forecast for Each Service*1

~ Shift to a Market Dominated by Pay-for-Performance Services ~



PORT Personnel Referral Service Revenue Trends

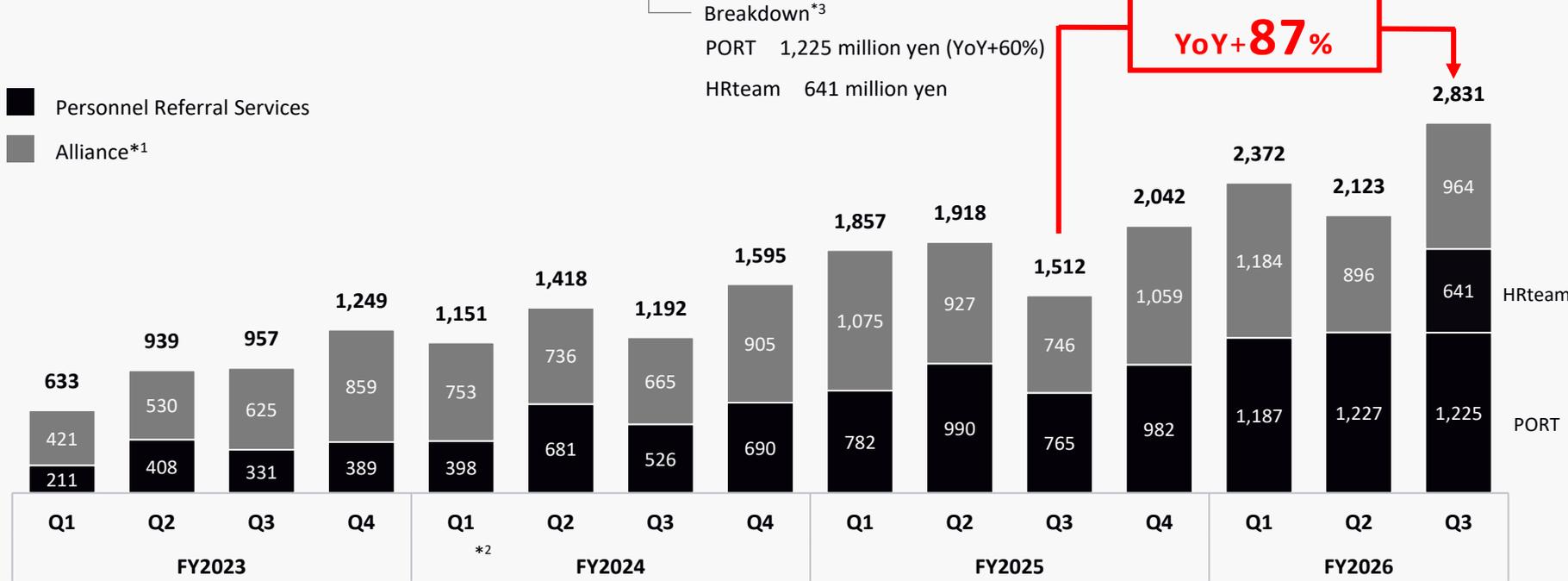


*1 Our own calculation based on "Research on the New Graduate Recruitment Support Service Market (2024)" (released on April 26, 2024) by Yano Research Institute Ltd.
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Human Resources Domain: Revenue

In response to the earlier job-hunting activities, we focused on setting interviews with 3rd-year undergraduates from Q2. The number of successful contracts steadily increased in Q3 in line with our expectations, and personnel referral services organically grew 60% year on year. With the consolidation of HRteam Co., Ltd., personnel referral services significantly grew by 144% year on year in total. (million yen)

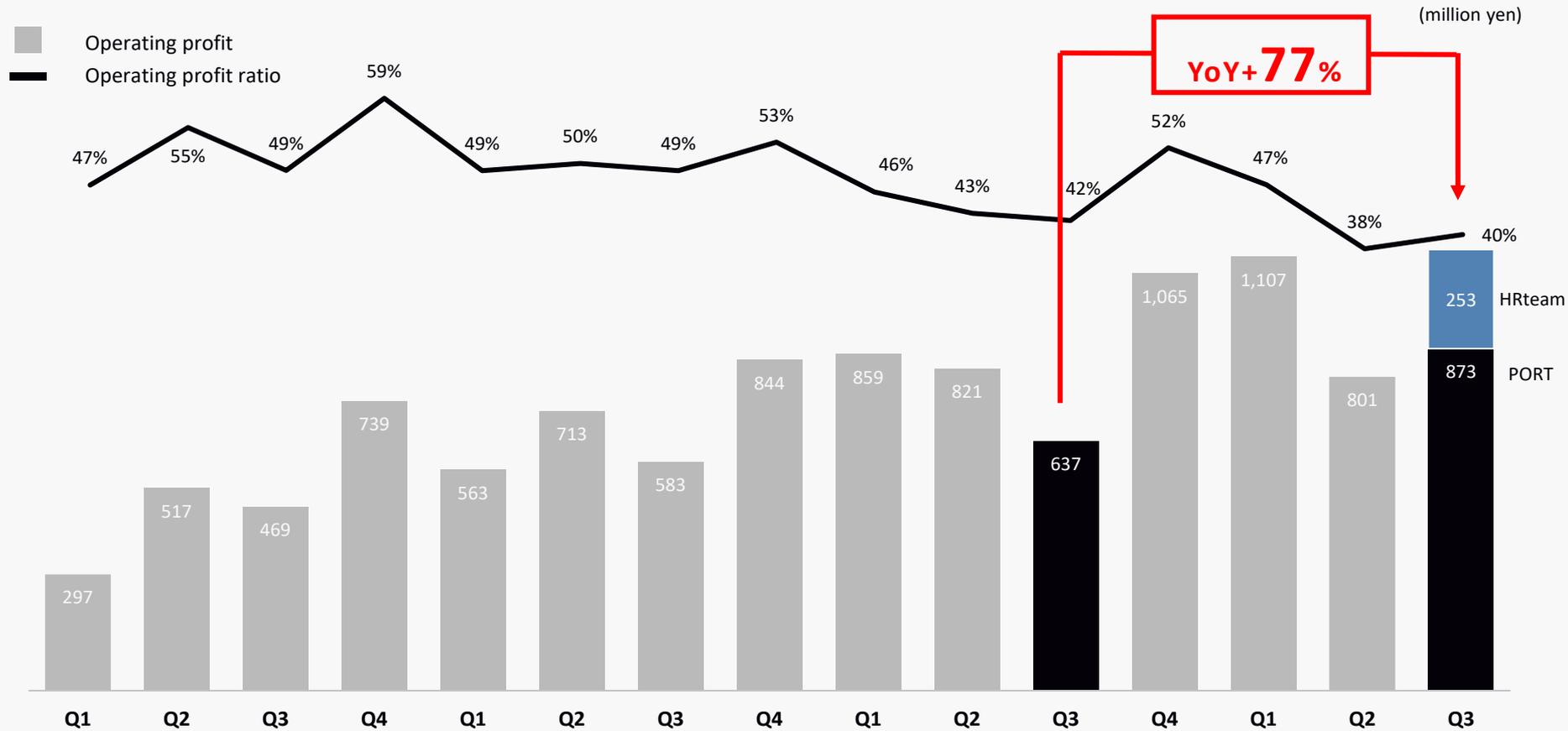
Q3 FY2026		
Total	Personnel Referral Services	Alliance
2,831 (YoY +87%)	1,867 (YoY +144%)	964 (YoY +29%)



*1 Alliance includes consulting services for companies, which were included in the "Other" category, in addition to staffing companies and corporate clients.
 *2 Minshu, Inc., became a consolidated subsidiary in April 2024 (Q1 FY 2025)
 *3 The breakdown by company of personnel referral services will be presented until Q4 FY2026, and revenue will be disclosed as a combined total from FY2027 onward, as further collaboration with HRteam Co., Ltd. makes individual allocation difficult.

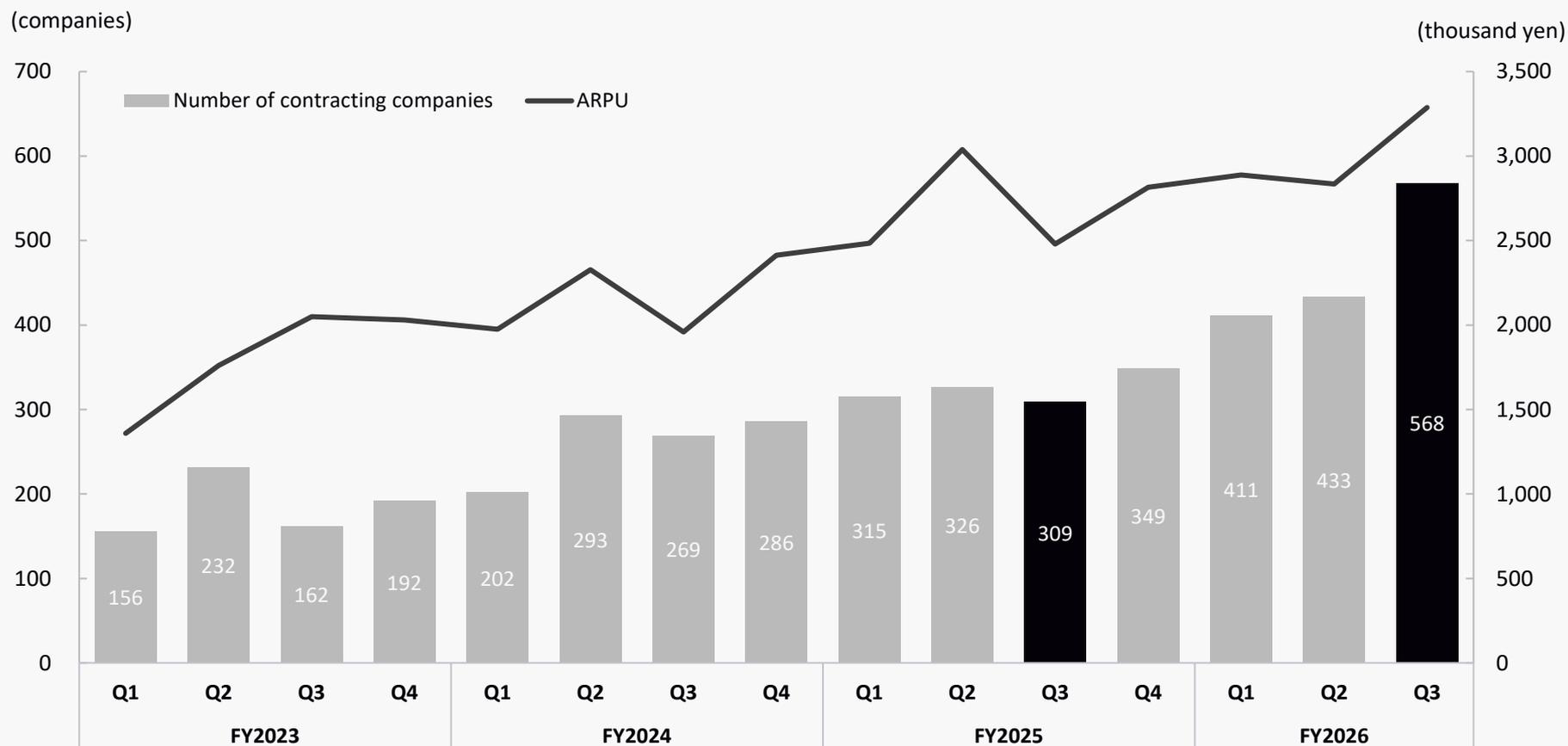
Human Resources Domain: Operating Profit for the Domain

Operating profit for the domain grew by 37% year on year organically, driven by strong growth of both the personnel referral services and alliance services in Q3. Total operating profit increased significantly by 77% year on year due in part to the consolidation of HRteam Co., Ltd. We will continue with proactive growth investment.



KPIs of Human Resources Domain: Number of Contracting Companies and ARPU in Personnel Referral Services

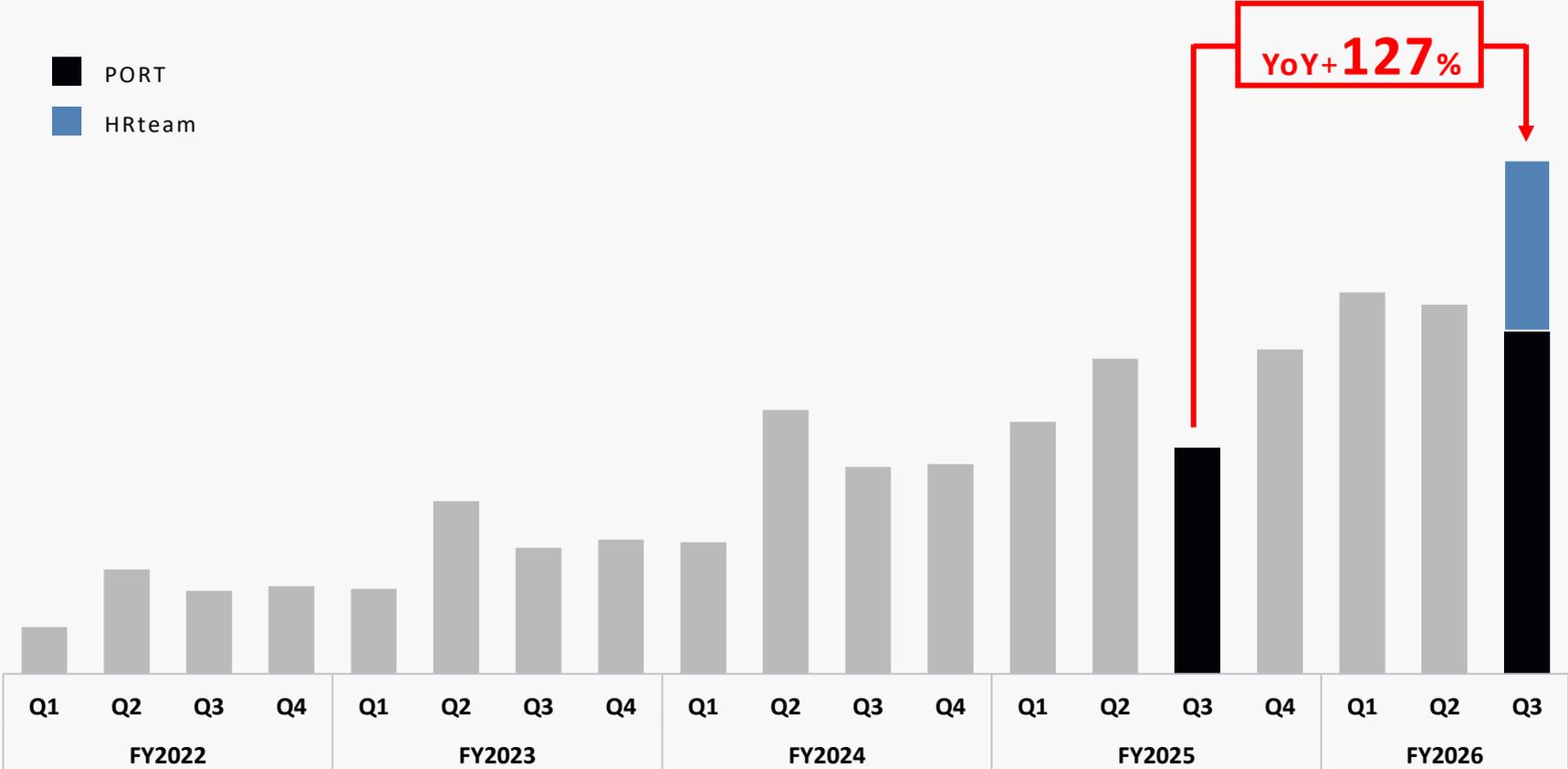
Both the number of contracting companies and ARPU increased significantly due to an increase in the number of contracts with 3rd-year undergraduates, who bring in higher contract unit price, and the consolidation of HRteam Co., Ltd.



* ARPU = Revenue per company (Revenue from Personnel Referral Services ÷ Number of contracting companies)
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KPIs of Human Resources Domain: Number of Contracts in Personnel Referral Services

The number of contracts in personnel referral services for 3rd-year undergraduates increased due to the impact of the earlier job-hunting activities, and PORT alone grew by a significant 51.9% year on year. Including the consolidated HRteam Co., Ltd., the number increased significantly by 127% year on year. As Q4 will be a peak demand period, a large year-on-year increase is expected.

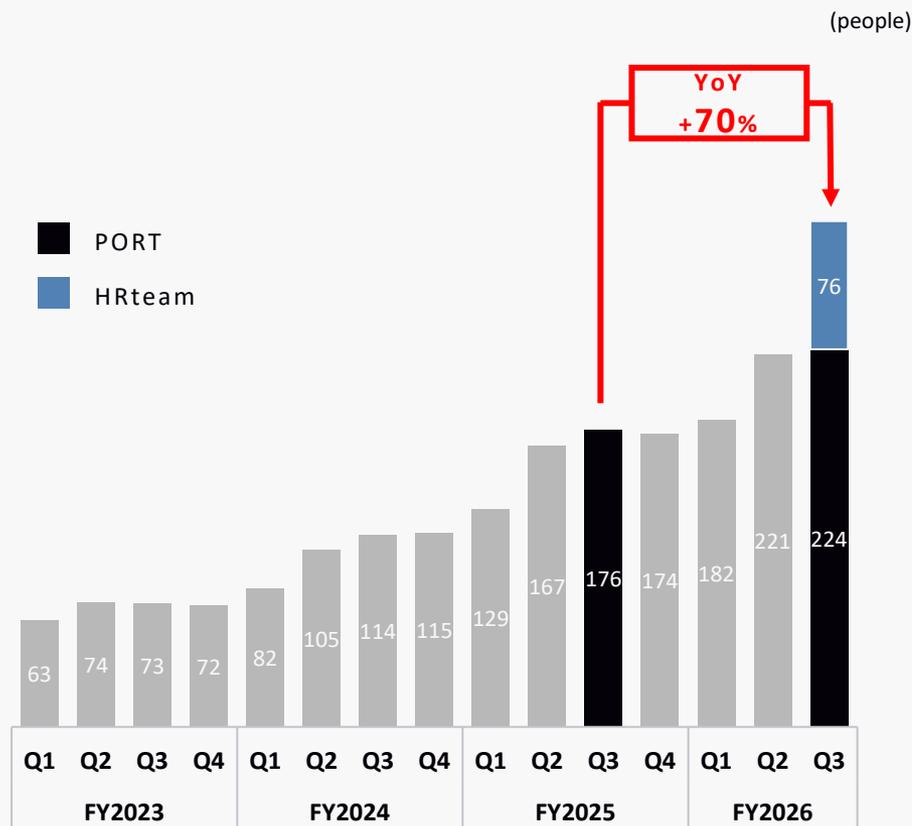


* HRteam Co., Ltd. became a consolidated subsidiary in November 2025 (Q3 of FY2026).

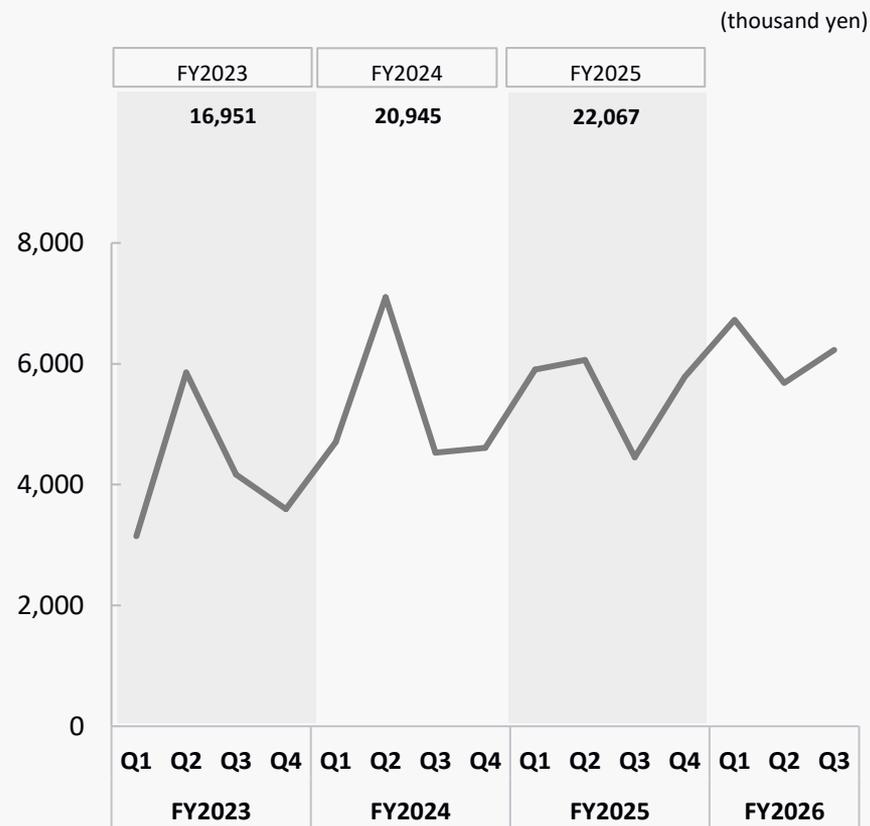
Number of Contract Support Personnel and productivity in Personnel Referral Services

In the personnel referral services, new employees hired in April have fully started to join the force in Q2, significantly increasing the number of contract support personnel. While expanding the organization, full-year revenue per employee trended upward due to enhanced productivity through AI utilization and such, increased contract unit price and other factors.

Number of Contract support personnel*1 · 3



Revenue per employee*2 · 3



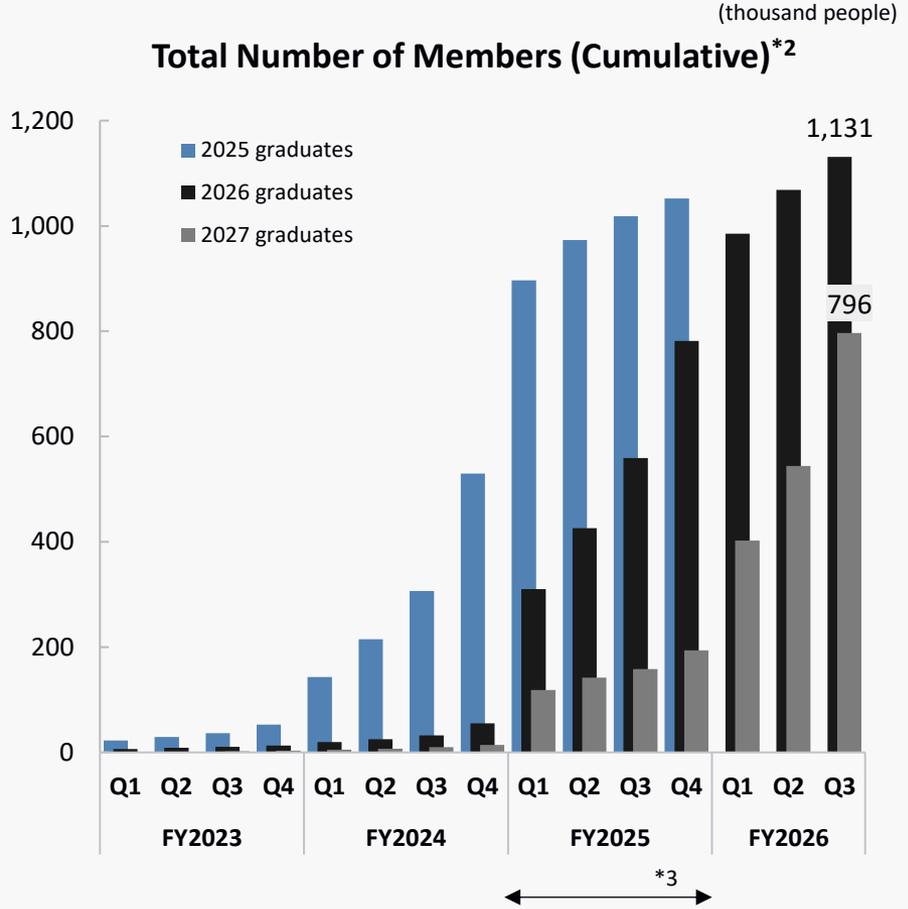
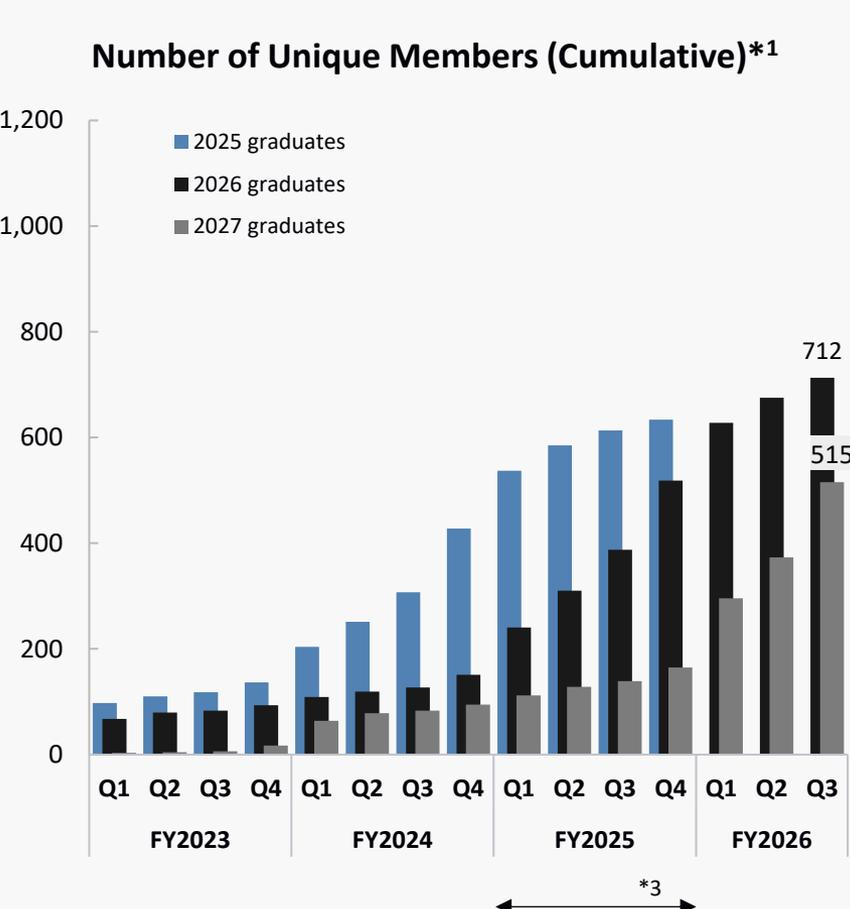
*1 Number of Contract support personnel = Career Advisors + Recruiting Advisors. Average number Contract support personnel per quarter.

*2 Revenue per employee = number of job offers accepted minus the number of job offers declined / average number of Contract support personnel

*3 Due to a re-evaluation of the scope of aggregation (sales and covered personnel) conducted in Q2 of FY2026, there is a slight difference between the figures disclosed herein and those previously released.

KPIs of Human Resources Domain: Members

With proactive investments in each product and enhancement of product lineup, the number of unique members in 2027 graduates is already about 510,000, with the total membership surpassing about 790,000. We are continuing to acquire 2027 graduates steadily.



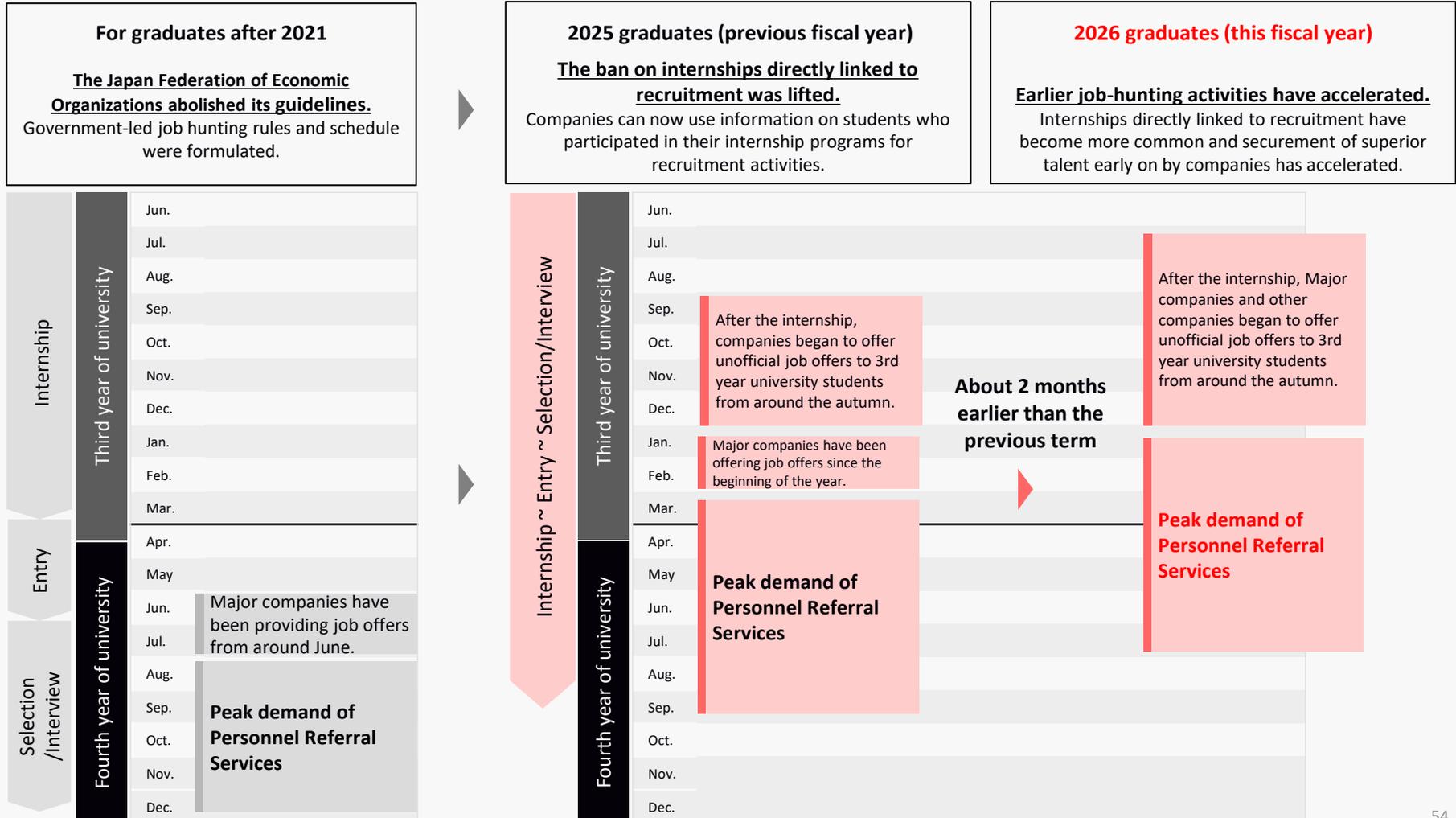
*1 Calculated based on the number of members for each product operated by the PORT Group on a unique basis.

*2 Calculated by simply adding together the number of members for each product operated by the PORT Group.

*3 Due to system improvements, Minshu, Inc. and Matcher Inc., which were newly added to the PORT Group in the fiscal year ended March 2025, have been included in the calculation. There are discrepancies between the figures disclosed for Q1 to Q3 of the fiscal year ended March 2025.

Status of Earlier Job-Hunting Activities

With competition for human resources as a result of labor shortages becoming more intensified and internships directly linked to recruitment becoming more common, job-hunting activities started even earlier for students graduating in March 2026. Accordingly, demand peak for personnel referral services has been brought forward by approximately two months compared to FY2025.



Changes In Performance Trends In the Human Resources Domain

Performance trends for personnel referral services have changed as follows due to further acceleration of earlier job-hunting activities. Due to the impact of the earlier and year-round job-hunting activities, the future quarterly performance trend for personnel referral services is assumed to become more leveled.

* As the early-start trend is a transitional period, this is the expected performance trend based on the current situation. Updated sections are shown in red.

Level of contribution to the Company's sales △ : low ○ : Medium ◎ : High

Performance Trends in Personnel Referral Services

	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
	Q1			Q2			Q3			Q4		
Before		△			◎			○			○	
After												
Previous fiscal year		◎			○			△			◎	
▼ This fiscal year		◎			○			○			◎	
	3rd-year undergraduates advanced to their 4th year, and 1st-year graduate students advanced to their 2nd year. Demand for personnel referrals peaked again, following the high seen in the previous Q4.			Personnel referral demand for 4th-year undergraduates and 2nd-year graduate students has calmed down and job-hunting by 3rd-year undergraduates and 1st-year graduate students has become gradually active.			Companies are starting to announce informal job offers gradually. Personnel referral demand for 3rd-year undergraduates and 1st-year graduate students is increasing. Due to the increasing year-round recruitment, demand for 4th-year undergraduates and 2nd-year graduate students remains steady.			Major companies are announcing informal job offers at an earlier stage, and personnel referral demand for 3rd-year undergraduates and 1st-year graduate students peaked.		

04

**Revision to Forecast for Fiscal Year Ending
March 31, 2026**

Revision to Forecast for Fiscal Year Ending March 31, 2026 (Upward Revision)

We have made significant upward revisions to its initial plan, particularly across all profit lines, due to the consolidation of HRteam Co., Ltd. and the grid storage power station business turning profitable, while reallocating the higher-than-expected organic growth into growth investments such as the accumulation of projected net recurring earnings, in order to sustain high growth from FY2027 onwards.

Accounting standards: IFRS (million yen)	Forecast for FY2026			(Reference) FY2025
	Initial plan	After revision	YoY	Results
Revenue	28,000	29,000	+32%	21,963
EBITDA	4,400	5,300	+45%	3,652
Operating profit	3,500	4,100	+37%	2,987
Profit before tax	3,450	4,000	+36%	2,932
Profit (Including discontinued operations)	2,270	2,720	+45%	1,881
Profit attributable to owners of parent	2,270	2,670	+41%	1,887

KPI

Projected net
recurring earnings

Initial plan
2,810 million yen
(YoY+50%)

After revision
3,200 million yen
(YoY+71%)

EBITDA including
projected net
recurring earnings

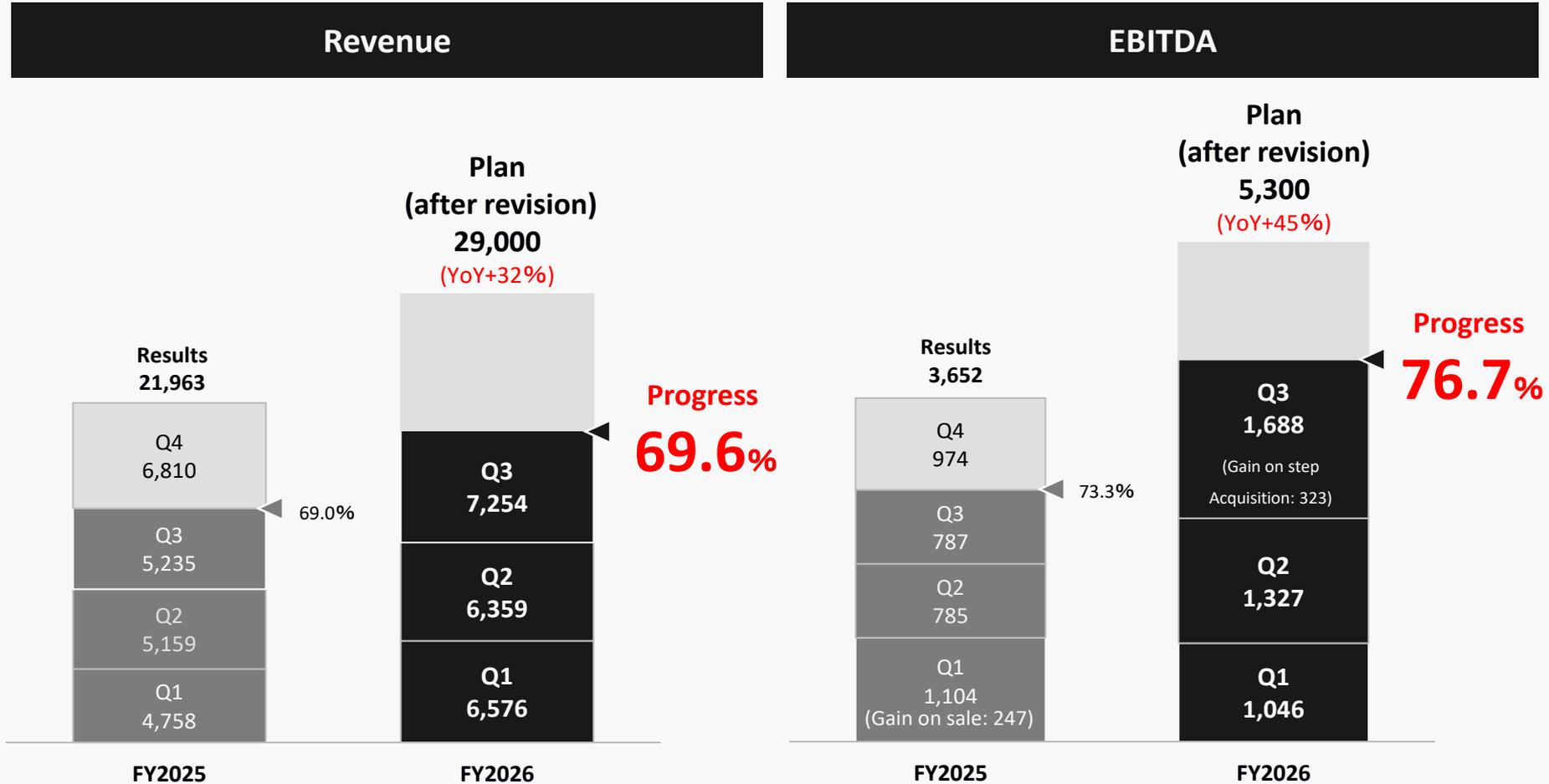
Initial plan
7,210 million yen
(YoY+31%)

After revision
8,500 million yen
(YoY+54%)

Progress Rate of Performance Plan for FY2026

Steady progress against the revised plan, as Q4 is the peak demand period in both the energy domain and human resources domain.

(million yen)



Breakdown of Upward Revision

We exceeded initial budgets through both organic growth in existing businesses and discontinuous growth via M&A. The upward revision was achieved after factoring in strategic investments with an eye on growth in FY2027 and beyond.

- 01 Organic growth of existing businesses**
 - Sustained organic growth in the energy and human resources domains.
 - Steady growth of recurring earnings by accumulating projected net recurring earnings.

- 02 Impact of the consolidation of HRteam Co., Ltd.**
 - Revenue and profit contribution from the consolidation of HRteam Co., Ltd.
 - Recording of one-time step-acquisition gain.

- 03 Full-year profitability of grid storage power stations**
 - Establishment of stable operation system for each storage power station.
 - Full-year profitability from the first year through a vertical startup.

- 04 Execution of strategic investments for FY2027**
 - Marketing investments to maximize recurring earnings.
 - System investments to improve productivity of business operations.

Q4 is the peak demand period for both domains. We will boldly execute growth investments to maintain high growth in FY2027.

Energy Domain

Prioritize market share expansion through large-scale marketing investments and enhancement of recurring earnings by accumulating projected net recurring earnings.

- We will increase FY2026's projected net recurring earnings from 2.8 billion yen to 3.2 billion yen, including new domains. We expect steady expansion of recurring earnings in FY2027 and beyond.
- The grid storage power station business turned profitable in FY2026, and the impact of further contribution to performance in FY2027 is being assessed. We anticipate additional investment in approximately 10 projects upon full-scale entry decision.

Human resources Domain

Aim to become the undisputed No. 1 amid a favorable external environment by leveraging our industry-leading position in new graduate referral services.

- We anticipate a large increase in personnel referral services in Q4 as well, when demand will increase due to earlier job-hunting activities.
- Approximately 190 new graduates are scheduled to join PORT in April and about half of them will be assigned to the contract support organization to drive continuous organic growth of new graduate referral services.
- We will integrate customers through full-scale PMI of HRteam Co., Ltd. We will achieve group synergies through increased contract unit price leveraging maximization of total number of contracts.

05

Announcement/Summary of Financial Data

(Profit and Loss Statement Balance Sheet)

*Until fiscal year ended March 2020: Japanese GAPP

*From fiscal year ended March 2021: IFRS

*Until fiscal year ended March 2023: EBITDA = Operating profit + Depreciation and amortization + Stock-based payment expenses

*From fiscal year ended March 2024 onward: EBITDA = Operating profit + Depreciation and amortization + Loss on retirement of fixed assets and valuation gain or loss + Stock-based payment expenses

Q3 FY2026 Online Financial Results Briefing

The briefing will be held online via Zoom Webinar.

Date and Time	Monday, February 16, 2026, from 6:00 PM (JST)
Format	Zoom Webinar
Speaker	Hirofumi Kasuga, Representative Director, President and CEO
Participant Eligibility	Open to everyone
Contents	<ul style="list-style-type: none"> • Q3 FY2026 Financial Results Briefing • Q&A Session (Submit questions via Zoom Webinar Q&A)
Registration	<p>Pre-registration is required. Please sign up using the form below.</p> <p>https://us02web.zoom.us/webinar/register/WN_fqgUr4NdRbGfQHwi-DZYZA</p>

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Register here

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YouTube

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PORT INC. Official Account

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PORT INC. IR note

https://note.com/portir_7047

Profit and Loss Statement (Quarterly)

IFRS (million yen)	FY2023				FY2024*				FY2025				FY2026		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Revenue	2,625	2,640	2,707	3,390	3,300	3,678	3,627	4,973	4,758	5,159	5,235	6,810	6,576	6,359	7,254
Energy domain	915	793	747	1,072	1,068	1,511	1,697	2,409	1,980	2,206	2,717	3,833	3,135	3,118	3,187
Human Resources domain	633	939	957	1,249	1,151	1,418	1,192	1,595	1,857	1,918	1,512	2,042	2,372	2,123	2,831
New business domains	1,076	908	1,002	1,069	1,080	748	737	968	920	1,034	1,005	934	1,069	1,117	1,235
Major expenses	2,295	2,235	2,391	2,807	2,859	3,083	3,340	4,394	4,082	4,544	4,694	6,014	5,864	5,330	6,212
Labor expense	498	488	511	546	603	666	726	742	865	896	939	978	1,217	1,208	1,516
Advertising expenses	992	983	1,050	1,165	1,151	1,228	1,386	2,057	1,630	1,862	1,804	2,572	2,364	2,366	2,601
Outsourcing expense	411	619	527	612	718	714	684	1,034	1,036	1,113	1,274	1,791	1,446	1,155	1,221
Depreciation amortization	54	67	90	85	75	110	116	124	158	164	196	145	217	276	330
Other expenses	338	75	212	397	311	364	426	435	391	508	480	524	618	323	543
Operating profit for the domain	787	779	783	1,192	960	1,159	931	1,266	1,341	1,435	1,227	1,565	1,703	1,712	1,942
Energy domain	248	68	130	228	207	273	326	353	290	430	548	445	495	744	733
Human Resources domain	297	517	469	739	563	713	583	844	859	821	637	1,065	1,107	801	1,127
New business domains	242	193	183	224	190	173	21	68	192	183	41	54	100	166	81
Operating profit	349	442	332	574	461	800	340	614	945	621	590	829	816	1,039	1,355
EBITDA	403	510	423	672	537	916	456	739	1,104	785	787	974	1,046	1,327	1,688
EBITDA including projected net recurring earnings	431	542	462	732	632	1,082	756	1,226	1,492	1,174	1,236	1,617	1,740	2,081	2,459
Profit before tax	348	429	319	561	448	783	313	601	930	609	573	818	797	1,047	1,326
Profit attributable to owners of parent	231	303	194	345	264	533	181	476	571	389	360	566	557	704	901

Profit and Loss Statement (Yearly)

IFRS (million yen)	FY2021	FY2022	FY2023	FY2024	FY2025
Revenue	4,689	6,994	11,364	15,580	21,963
Energy domain	-	881	3,528	6,687	10,737
Human Resources domain	1,471	2,308	3,779	5,357	7,331
New business domains	3,233	3,803	4,056	3,535	3,895
Major expenses	4,770	6,470	9,730	13,678	19,335
Labor expense	961	1,491	2,044	2,739	3,680
Advertising expenses	2,082	2,863	4,191	5,823	7,869
Outsourcing expense	920	1,282	2,171	3,152	5,216
Depreciation amortization	81	206	297	426	664
Other expenses	173	-	-	-	-
Labor expense	550	627	1,023	1,536	1,905
Operating profit for the domain	1,141	1,902	3,542	4,318	5,569
Energy domain	-	177	675	1,160	1,714
Human Resources domain	689	1,064	2,023	2,704	3,383
New business domains	451	660	843	453	471
Operating profit	106	599	1,699	2,217	2,987
EBITDA	290	810	2,010	2,650	3,652
EBITDA including projected net recurring earnings	-	-	2,168	3,697	5,520
Profit before tax	159	564	1,658	2,146	2,932
Profit attributable to owners of parent	160	332	1,074	1,456	1,887

*The results for the fiscal year ended March 31, 2024 are after the reclassification of the results of DOORS Inc. as discontinued operations due to the sale of the shares of the company.

*Excluding major expenses, IFRS standards have been applied since the fiscal year ended March 2021.

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Balance Sheet

IFRS (million yen)	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026		
						Q1	Q2	Q3
Total current assets	3,780	5,878	5,872	7,353	7,287	7,358	9,064	8,784
Cash and cash equivalents	2,411	3,962	3,872	3,797	2,543	3,513	5,763	4,985
Total non-current assets	2,975	4,443	5,562	8,882	15,441	16,180	17,589	22,290
Property, plant and equipment	59	63	316	955	1,278	1,945	2,134	2,142
Intangible assets	429	443	607	1,152	3,303	3,829	4,283	4,755
Goodwill	1,909	3,337	3,399	3,995	4,554	4,554	4,554	8,134
Total assets	6,755	10,322	11,435	16,235	22,729	23,539	26,653	31,075
Total current liabilities	2,103	3,060	3,023	4,451	6,838	6,773	7,440	9,990
Total non-current liabilities	2,630	4,274	4,392	5,031	7,384	7,820	9,765	10,682
Total liabilities	4,733	7,335	7,415	9,482	14,222	14,594	17,206	20,672
Total equity * net assets	2,022	2,986	4,019	6,752	8,506	8,945	9,447	10,403
Total equity attributable to owners of parent	2,022	2,367	3,242	6,752	8,511	8,949	9,448	10,166
Ratio of equity attributable to owners of parent to total assets	29.9%	22.9%	28.4%	41.6%	37.4%	38.0%	35.5%	32.7%
Total liabilities and equity	6,755	10,322	11,435	16,235	22,729	23,539	26,653	31,075

Notes on forward-looking statements

- The materials and information provided in this presentation include so-called forward-looking statements.
- These statements are based on assumptions associated with current expectations, forecasts and risks, and include uncertainties that could cause actual results to differ substantially from them.
- These risk and uncertainties include regular economic conditions in Japan and overseas, including regular industry and market conditions, interest rates and currency fluctuations.
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PORT INC.

Change social debt into possibilities for the next generation.