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Notice Concerning Revisions to Financial Results Forecasts

CAREERLINK CO., LTD. (the “Company”) announces that, in light of the most recent operating trends, it decided to revise the consolidated financial results forecasts for the six months ended September 30, 2026 (April 1, 2026 to September 30, 2026), disclosed on May 14, 2026. Details are as described below.

1. Revisions to consolidated financial results forecasts for the six months ended September 30, 2026 (April 1, 2026 to September 30, 2026)

	Net sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Net income per share
Previously announced forecasts (A)	Millions of yen 22,516	Millions of yen 1,692	Millions of yen 1,700	Millions of yen 1,160	Yen 97.67
Revised forecasts (B)	23,290	3,020	3,037	1,970	165.87
Change (B – A)	774	1,328	1,337	810	
Change (%)	3.4	78.5	78.6	69.8	
(Reference)Actual results for the previous six months (Six months ended September 30, 2025)	21,639	1,938	1,948	1,324	111.54

2. Reason for revisions to financial results forecasts

For the six months ended September 30, 2026, in the clerical human resource services business, while the mainstay BPO-related business section saw projects related to the amendment of the Family Register Act, which had been underway in the previous fiscal year, largely conclude by the end of the first quarter, we pursued new business opportunities across a wide range of fields, focusing primarily on projects related to social security and tax numbers, various benefit payment operations, and municipal service counter operations. As a result, net sales are expected to remain largely in line with the initial plan.

In the CRM-related business section, net sales are expected to be largely in line with the plan as well as a result

of efforts to secure more dispatching projects from existing clients. In the office services section, while order intake fell below the same period of the previous year due to factors such as the completion of projects that had been underway since the previous fiscal year, net sales are expected to meet the initial plan as a result of efforts focused on acquiring new clients.

Meanwhile, in the manufacturing human resource services business, the food processing category secured orders from existing clients, primarily companies manufacturing western-style confectionery and seasonings, in line with the initial plan. The manufacturing and processing category secured orders from existing clients related to housing equipment manufacturing that exceeded the initial forecast. In addition, driven by growing demand for AI and data center-related services and increased exports due to the weak yen, orders from existing clients in sectors such as electrical equipment and semiconductor manufacturing equipment also rose. Consequently, net sales for the business section are expected to exceed the initial plan.

As these results, consolidated net sales for the six months ended September 30, 2026 are now expected to increase by 774 million yen (up 3.4%) compared with the previous forecast (“Previously announced forecasts (A)” in 1. above).

In terms of profit, in the clerical human resource services business, we revised the unit prices for dispatching projects. Additionally, in the BPO-related business section, the volume of contracted projects for local governments that was to be completed by the end of the first half fell short of the initial forecast, resulting in a decrease in cost of sales. We also worked to improve gross profit margin by implementing measures to streamline business processes, including the promotion of DX. Consequently, gross profit is expected to exceed the initial plan.

In the manufacturing human resource services business, gross profit is expected to exceed the initial plan as well due to factors such as increased net sales and the revisions to unit prices for dispatching projects.

Regarding selling, general and administrative expenses, in addition to our efforts to efficiently manage expenses such as recruitment expenses, including those of subsidiaries, the timing of some IT investments originally scheduled for the first half was shifted to the second half. Consequently, for the consolidated financial results for the six months ended September 30, 2026, operating profit is expected to exceed the previous forecast (“Previously announced forecasts (A)” in 1. above) by 1,328 million yen (up 78.5%), ordinary profit by 1,337 million yen (up 78.6%), and profit attributable to owners of parent by 810 million yen (up 69.8%).

In the second half of the fiscal year ending March 31, 2027, we plan to make aggressive investments, including IT investments originally scheduled for the first half. In addition, given the business environment, which increasingly demands responses to the widespread adoption of AI and the strengthening of information security measures, we are also considering expanding the scale of investments.

Furthermore, to further expand the business scale, improve our ability to respond to the diversification of operations, and expand our scope of business, we are considering hiring more specialized personnel, including those in business development, operations, information systems, and administrative sections, than originally planned.

Regarding contracted projects for local governments in the BPO-related business section, it is currently difficult to accurately forecast the volume of work to be performed from the third quarter onward. In light of these circumstances, we have decided to maintain the previous full-year consolidated financial results forecasts. However, should we determine that a revision to the forecasts is necessary in the future, we will disclose this information promptly.

(Note) The forecasts above were prepared based on information available on the date this report was released, and actual results may vary from forecast values due to various factors in the future.