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May 23, 2025

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Notice Concerning the Formulation of Medium-term Management Plan

CAREERLINK CO., LTD. (the “Company”) announces that, in light of the financial results for the fiscal year ended March 31, 2025, and recent performance trends, the Board of Directors resolved today (May 23, 2025) to update the Medium-term Management Plan formulated on May 14, 2024, and establish a new three-year Medium-term Management Plan starting in the fiscal year ending March 31, 2026.

1. Numerical goal of the Medium-term Management Plan from the fiscal year ending March 31, 2026 to the fiscal year ending March 31, 2028

(Millions of yen)

	Plan for FY ending March 31, 2026	Plan for FY ending March 31, 2027	Plan for FY ending March 31, 2028
Net sales	42,545	44,768	47,066
Operating profit	2,706	2,858	3,026
Ordinary profit	2,703	2,855	3,023
Profit attributable to owners of parent	1,848	1,945	2,058

2. Details

In the recently drawn up Medium-term Management Plan, the Company projects an average yearly growth of around 5% over next three years. This will be achieved by continuing to proactively drive initiatives for expansion in both business locations and operational domains (double-area expansion) for transactions with local governments in the BPO-related business, which is at the core of the clerical human resources services business. The Company will also proactively develop new clients in

the manufacturing human resources service business through expanding its sales offices.

Furthermore, considering the Company's financial results in which decreases in both revenues and profits were recorded for two consecutive terms, the Company hopes to commence a review of its business portfolio, and to this end, it will proactively invest in new business development and infrastructure development, including information systems.

As a result of the above, for the fiscal year ending March 31, 2028, the Company projects net sales of ¥47,066 million, and in terms of profits, operating profit of ¥3,026 million, ordinary profit of ¥3,023 million, and profit attributable to owners of parent of ¥2,058 million, as it will make proactive investments.

Regarding dividends, as the Company expects to secure continuing growth and baseline profits even during the period of the Medium-term Management Plan, it plans to maintain dividends of ¥120 per share.

Note: The forecasts, plans, and business developments discussed in this document are based on judgments made with reference to information available as of the date of the announcement of the financial results. This information contains known and unknown risks and uncertainties related to macroeconomics, industry trends relevant to our company, advancements in new technologies, etc., which could lead to significant changes in the outcomes. Accordingly, please be aware that there are risks and uncertainties that could cause actual results, etc., to differ materially from those presented in this document.