

Note: This document has been translated from the Japanese original for reference purposes only.  
In the event of any discrepancy between this translated document and the Japanese original,  
the original shall prevail.



MEMBERSHIP

February 13, 2026

Company: CAREERLINK CO., LTD.  
 Representative: Motoaki Narusawa, President,  
 Representative Director, and  
 Executive Officer  
 (Securities code: 6070; Tokyo Stock  
 Exchange, Prime)  
 Contact Point: Hiroyoshi Fujieda, Director,  
 Managing Executive Officer, and  
 General Manager of Administration  
 Division  
 (Phone: +81-(0)3-6311-7321)

### 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 full year of the fiscal year ending March 31, 2026 (April 1, 2025 to March 31, 2026), disclosed on November 14, 2025. Details are as described below.

1. Revisions to consolidated financial results forecasts for the full year of the fiscal year ending March 31, 2026 (April 1, 2025 to March 31, 2026)

	Net sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Net income per share
Previously announced forecasts (A)	Millions of yen 42,545	Millions of yen 2,706	Millions of yen 2,703	Millions of yen 1,848	Yen 155.66
Revised forecasts (B)	44,410	3,635	3,645	2,405	202.52
Change (B – A)	1,865	929	942	557	
Change (%)	4.4	34.3	34.9	30.1	
(Reference)Actual results for the previous fiscal year (Fiscal year ended March 31, 2025)	40,397	2,693	2,700	1,829	154.12

## 2. Reason for revisions to financial results forecasts

For the full year of the fiscal year ending March 31, 2026, in the BPO-related business section, the Company's mainstay as part of the clerical human resource services business, there was a downsizing in the scale of large-scale projects for private enterprises operating in the previous fiscal year. However, for local governments, we worked proactively to expand the area of the business primarily in various counter operations, in addition to projects related to social security and tax numbers, which we have been working on from the past, to increase the proportion of long-term projects spanning multiple fiscal years. We also focused on securing short-term contract projects related to the amendment of the Family Register Act, resulting in steadily increasing orders. For private enterprises, in addition to steady orders received from leading BPO operators for projects involving central government agencies in the previous fiscal year and those related to field business projects for financial institutions, we also actively pursued new business opportunities. As a result, the BPO-related business section is expected to achieve the orders projected at the beginning of the fiscal year.

Next, in the CRM-related business section of the clerical human resource services business, we focused primarily on expanding orders from existing clients at local branch offices. However, due to factors such as the conclusion of the dispatch of workers at large-scale call centers operating in the previous fiscal year, orders are expected to increase year on year, but is projected to fall short of the initial forecast.

In the office services section of the clerical human resource services business, although orders from public corporations associated with local governments and financial institutions that were in operation in the previous fiscal year decreased, orders for dispatching projects for local governments remained steady. Consequently, while orders are expected to decrease year on year, it is projected to meet the initial forecast.

Meanwhile, in the manufacturing human resource services business, we focused on expanding orders primarily from existing clients in both the food processing and manufacturing and processing categories, centered on large-scale government policy-related projects. Consequently, orders are expected to meet the initial forecast.

As these results, consolidated net sales for the full year of the fiscal year ending March 31, 2026 are now expected to increase by 1,865 million yen (up 4.4%) compared with the previous forecast, as stated above ("Previously announced forecasts (A)" in 1. Revisions to consolidated financial results forecasts for the full year of the fiscal year ending March 31, 2026 above).

In terms of profit, in the BPO work for private enterprises, one of the large-scale projects involving central government agencies concluded its operations for the current fiscal year at the end of January 2026. Factors such as employees assigned to this project taking paid leave led to a decrease in gross profit and gross profit margin in the fourth quarter compared to the nine months ended December 31, 2025. For the full year of the fiscal year ending March 31, 2026, however, we continuously worked to drive efficiency through cost reduction, business process improvement, and the promotion of IT use to enhance competitiveness, as well as to strengthen our framework for managing order revenues and expenses mainly in the BPO-related business for local governments in the clerical human resource services business. Consequently, gross profit and gross profit margin are expected to exceed the initial forecasts.

Additionally, regarding selling, general and administrative expenses, we continue to focus on recruiting highly skilled personnel and specialists, as well as sales staff and business planning personnel to further strengthen our organization. In the fourth quarter, we are primarily working on improving the IT environment, particularly hardware and networks, and enhancing security measures. However, we are continuously striving to reduce costs such as recruitment expenses and pursue higher operational efficiency in both the clerical human resource services and manufacturing human resource services businesses. Consequently, the figure is expected to fall below the initial forecast for the full year of the fiscal year ending March 31, 2026.

As these results, for the consolidated financial results for the full year of the fiscal year ending March 31, 2026, operating profit is expected to exceed the previous forecast ("Previously announced forecasts (A)" in 1. Revisions to consolidated financial results forecasts for the full year of the fiscal year ending March 31, 2026 above) by 929 million yen (up 34.3%), ordinary profit by 942 million yen (up 34.9%), and profit attributable to owners of parent by 557 million yen (up 30.1%).

Regarding the year-end dividend for the fiscal year ending March 31, 2026, there is no revision from the previously announced forecast of 120 yen per share.

(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.