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Consolidated Financial Results for the Third Quarter Ended December 31, 2025 [Japanese GAAP]



February 13, 2026

Name of Listed Company: CAREERLINK CO., LTD.

Stock Listing: TSE

Code Number: 6070

URL: <https://www.careerlink.co.jp/>

Representative: (Title) President, Representative Director, and Executive Officer

(Name) Motoaki Narusawa

Contact Point: (Title) Director, Managing Executive Officer, and General Manager of Administration Division

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Scheduled Date of Dividend Payment Start: -

Supplementary Materials for Financial Results: Yes

Investor Conference for Financial Results: No

(Amounts are rounded down to the nearest one million yen.)

1. Consolidated Financial Results for the Third Quarter of the Fiscal Year Ending March 31, 2026 (April 1, 2025 to December 31, 2025)

(1) Consolidated Financial Results (Percentages indicate the change against the same period of the previous fiscal year.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Nine months ended December 31, 2025	33,569	9.9	3,273	68.0	3,283	68.2	2,234	69.8
Nine months ended December 31, 2024	30,552	(6.8)	1,949	(9.0)	1,952	(9.0)	1,315	(6.8)

(Note) Comprehensive income: 3Q FY 3/2026: ¥2,268 million [69.8%] 3Q FY 3/2025: ¥1,335 million [(7.8)%]

	Net income per share	Diluted net income per share
	Yen	Yen
Nine months ended December 31, 2025	188.18	186.60
Nine months ended December 31, 2024	110.85	109.92

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
As of December 31, 2025	22,235	15,667	70.2
As of March 31, 2025	19,878	14,912	74.2

(Reference) Equity capital: 3Q FY 3/2026: ¥15,611 million FY 3/2025: ¥14,756 million

2. Dividends

	Dividends per share				
	End of the 1Q	End of the 2Q	End of the 3Q	Year-end	Annual
	Yen	Yen	Yen	Yen	Yen
Year ended March 31, 2025	-	0.00	-	120.00	120.00
Year ending March 31, 2026	-	0.00	-		
Year ending March 31, 2026 (Forecast)				120.00	120.00

(Note) Revision of forecast for dividends recently announced: No

3. Forecast of Consolidated Financial Results for the Fiscal Year Ending March 31, 2026 (April 1, 2025 to March 31, 2026)

(Percentages indicate the change against the same period of the previous fiscal year.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Net income per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	44,410	9.9	3,635	35.0	3,645	35.0	2,405	31.5	202.52

(Notes) Revision of forecast for consolidated financial results recently announced: Yes

For the revision of the forecast for consolidated financial results, please see the "Notice Concerning Revisions to Full-Year Results Forecast" announced today, February 13, 2026.

*** Notes**

- (1) Significant changes in the scope of consolidation during the period: None
- (2) Application of the accounting procedures for producing quarterly consolidated financial statements: None
- (3) Changes in accounting policies, accounting estimates and restatements:
- 1) Changes in accounting policies due to revisions of accounting standards: None
 - 2) Changes in accounting policies due to reasons other than above 1): None
 - 3) Changes in accounting estimates: None
 - 4) Restatements: None

(4) Number of issued shares (common stock)

1) Number of issued shares (including treasury shares) at end of term	As of December 31, 2025	12,605,700 shares	As of March 31, 2025	12,600,700 shares
2) Number of treasury shares at end of term	As of December 31, 2025	729,016 shares	As of March 31, 2025	729,016 shares
3) Average number of outstanding shares during the period (during the first three quarters)	Nine months ended December 31, 2025	11,875,048 shares	Nine months ended December 31, 2024	11,870,165 shares

* Review of the Japanese-language originals of the attached consolidated quarterly financial statements by certified public accountants or audit firms: None

* Cautionary statement regarding forecasts of operating results and special notes

(Notes to the forward-looking statements, and others)

Forward-looking statements in these materials are based on information currently available to the Company and assumptions that the Company believes are reasonable. These statements are not promises by the Company regarding future performance. Actual results may differ significantly from these statements for a number of reasons. For information on the forecasts and cautions when using these forecasts, please see "1. Results of Operations (3) Explanation Regarding Future Forecast Information Including Forecast of Consolidated Financial Results" on page 4.

(To receive supplementary materials for financial results)

Supplementary materials for financial results will be posted promptly on the Company's website after the disclosure.

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1. Results of Operations

(1) Overview of Financial Results

In the first three quarters of the term ending March 31, 2026, the Japanese economy showed the following trends. In the household sector, consumer prices continued to rise moderately, with food prices—particularly rice—remaining elevated. Real wages decreased year on year for the 11th consecutive month, indicating that wage growth has not kept pace with inflation. Despite this, consumer spending showed signs of recovery in sectors such as automobile and home appliance sales, travel, and dining out. In the corporate sector, while concerns arose over higher raw material costs due to yen depreciation and the impact of U.S. trade policy, corporate performance remained generally strong. This was supported by signs of recovery in consumer spending, and the continued strong investment appetite in strengthening supply chains, addressing labor shortages, and digital-related areas. Only certain sectors affected by U.S. trade policy experienced weaker performance.

Regarding the global economy, the U.S. economy maintained a moderate expansion, supported by continued strength in consumer spending. However, there were concerns about potential declines in consumer spending and a lower appetite for capital investment due to rising prices driven by U.S. trade policy, and a rising unemployment rate. The European economy remained resilient, supported by stable employment and income conditions, price stability, and fiscal and investment measures implemented by the European Commission and other authorities to enhance industrial competitiveness, despite the impact of U.S. trade policy. Nonetheless, renewed trade friction with the U.S. and prolonged political uncertainty in France were sources of concern. Meanwhile, the Chinese economy remained sluggish, with consumer spending continuing to weaken due to a prolonged slump in the real estate market, rising local government debt, and persistently high youth unemployment. In addition, industrial products were in excess supply relative to domestic demand, raising concerns over potential deflationary pressures.

In this climate, the Japanese human resource service industry operated in an environment where companies showed a sustained appetite for hiring more workers against the backdrop of a chronic labor supply-demand gap, where labor supply continued to fall short of labor demand. At the same time, the recovery in consumer spending and generally strong corporate performance supported sustained corporate willingness to expand employment.

In this business environment, the Group continued its aggressive efforts to promote its businesses, the business process outsourcing (BPO)-related business, its mainstay, and primarily the manufacturing human resource services business.

During the first three quarters of the term ending March 31, 2026, in the BPO-related business, we worked proactively to win more orders primarily for projects related to the amendment to the Family Register Act as well as for projects related to social security and tax numbers in the BPO-related business for local governments, which we have been working on from the past, despite a reduction in the scale of large-scale projects for private enterprises that were in operation in the previous fiscal year and other projects. In the manufacturing human resource services business, we proactively sought to expand our order volume, particularly with existing clients in the manufacturing and processing category. As a result, net sales for the first three quarters of the term ending March 31, 2026 increased by 3,016,989 thousand yen (up 9.9%) year on year to 33,569,354 thousand yen.

In terms of profit, to enhance our capacity to respond to business expansion and diversification of operations, and to further strengthen our organization, we implemented active recruitment efforts to strengthen our human resources by hiring such as highly skilled personnel, specialists, as well as sales and business planning staff. While this resulted in an increase in personnel expenses, we made efforts to efficiently manage received orders, reduce the cost of sales, such as recruitment expenses, and pursue higher operational efficiency. As a result, operating profit increased by 1,324,615 thousand yen (up 68.0%) to 3,273,739 thousand yen, ordinary profit increased by 1,331,593 thousand yen (up 68.2%) to 3,283,910 thousand yen, and profit attributable to owners of parent increased by 918,843 thousand yen (up 69.8%) to 2,234,658 thousand yen, on a year-on-year basis.

(Clerical human resource services)

In the BPO-related business section, regarding transactions with local governments, in addition to projects related to social security and tax numbers, we proactively expanded the scope of business centered on long-term contracts, mainly on various counter operations at local governments and focused on securing orders for short-term projects related to the amendment to the Family Registration Act, resulting in a steady increase in orders. Furthermore, with respect to transactions with private enterprises, order volume progressed steadily in the winning of projects of leading BPO operators with central government

agencies as end clients, as well as large-scale projects of new clients, and other factors, despite a significant downsizing of large-scale projects for private enterprises that were in operation in the previous fiscal year and other matters.

In the CRM-related business section, we secured the volume of orders that was needed to offset the reduction in the scale of large-scale projects operating in the previous fiscal year in the Tokyo metropolitan area, through efforts such as expanding order volume with existing clients at local branch offices. In the office services section, while orders for projects from local governments remained steady, we failed to offset a decline in sales resulting mainly from the reduction in scale of projects for dispatching office workers to financial institutions. As a result of these developments, net sales of this business for the first three quarters of the term ending March 31, 2026 increased by 2,036,280 thousand yen (up 8.2%) year on year to 26,785,849 thousand yen. In terms of profit, we strived to lower the cost of sales by raising operational efficiency through efficient staff allocation and reducing expenses such as those for recruiting registered staff workers, and to efficiently manage expenses. As a result, operating profit increased by 1,207,539 thousand yen (up 70.7%) year on year to 2,915,001 thousand yen.

(a) Business process outsourcing

In this section, we proactively worked to expand the order volume of social security and tax number projects from local governments. Furthermore, we worked to expand the area of the business by focusing on long-term contracts including various counter operations, in order to strengthen our business foundation with existing local government clients. We also proactively pursued short-term contracts related to the amendment to the Family Registration Act, in order to increase orders from existing local government clients, resulting in steady order volume. However, the number of local governments with which we conduct business has not increased compared to as of the end of September 2025, remaining unchanged at 203 local government clients. Regarding transactions with private enterprises, we experienced a significant downsizing of large-scale short-term BPO projects for private enterprises that were in operation in the previous fiscal year, and other matters. Nevertheless, we received orders from leading BPO operators for projects involving central government agencies and large-scale orders from new clients. Furthermore, regarding field business projects, the volume of large-scale projects received from financial institutions progressed steadily. As a result, net sales for this business segment for the first three quarters of the term ending March 31, 2026 increased by 2,012,680 thousand yen (up 11.0%) year on year to 20,286,142 thousand yen.

(b) Customer relationship management

In this section, the dispatch of workers at large-scale call centers for central government agencies operating in the previous fiscal year from existing clients in the Tokyo metropolitan area was concluded. We also experienced downsizing of dispatching workers at call centers for local governments, which existing clients ordered at local branch offices, as well as downsizing of dispatching projects for an internet services company group. However, we worked to expand order volume with existing clients at our local branch offices in Sapporo, Sendai, Osaka, and Fukuoka, by acquiring orders from leading telemarketing operators, which are existing clients, for projects for the dispatch of workers at call centers mainly for private enterprises. As a result, net sales of this section increased by 231,032 thousand yen (up 9.8%) year on year to 2,587,760 thousand yen.

(c) Office services

In this section, orders for the dispatch of workers relating to social security and tax number projects for local governments, counter operations at local governments, and other projects remained steady. Regarding private enterprises, we worked to expand order volume from existing clients including internet advertising agencies in the Tokyo metropolitan area and at local branch offices in Sendai and Okinawa, resulting in steady acquisition of new orders. However, the segment was unable to offset the scale-back or end of short-term dispatching projects for local governments and public corporations associated with local governments, which were in operation in the previous fiscal year, as well as a decrease in the volume of projects related to new NISA from financial institutions. As a result, net sales of this section decreased by 207,432 thousand yen (down 5.0%) year on year to 3,911,945 thousand yen.

(Manufacturing human resource services)

In the food processing category, at some corporate clients, the order volume decreased due to a shift from dispatching workers to direct employment and reduced production. However, order volumes remained solid as we proactively worked to expand the orders from existing clients, especially companies manufacturing seasonings, delicatessen, and frozen foods, and

from new clients manufacturing such as health foods. In the manufacturing and processing category, we proactively worked to expand order volumes from existing clients, including those in the comprehensive electrical equipment manufacturing and housing equipment manufacturing, with a primary focus on large-scale government policy-related dispatching orders from a housing equipment manufacturing client. In addition, we secured orders from new clients in fields including packaging materials manufacturing and electronic component manufacturing, which contributed to steady growth in order volumes. As a result of these and other efforts, net sales of this business increased by 1,004,537 thousand yen (up 18.0%) year on year to 6,591,101 thousand yen. In terms of profit, we actively implemented increases in dispatching fees, in addition to making efforts to lower the cost of sales, such as recruitment expenses and business machine expenses and pursuing higher operational efficiency. As a result of these and other efforts, operating profit increased by 126,089 thousand yen (up 59.3%) year on year to 338,787 thousand yen.

(Other services)

This business is the automobile management business of Tokyo Vehicle Management Co., Ltd., a subsidiary of Japan Business Service Co., Ltd. Net sales of this business decreased by 23,829 thousand yen (down 11.0%) year on year to 192,403 thousand yen, due to factors such as the slower-than-expected replacement of retired employees and the impact of organizational changes in clients. Operating profit decreased by 9,013 thousand yen (down 31.1%) year on year to 19,951 thousand yen, mainly due to the decrease in net sales and the reduced orders of highly profitable projects, despite the efforts to reduce selling, general and administrative expenses and improve operational efficiency in response to the decline in sales.

(2) Overview of Financial Position

(Assets)

Total assets at the end of the first three quarters of the term ending March 31, 2026 were 22,235,441 thousand yen, up 2,357,051 thousand yen from the end of the previous fiscal year. This was mainly due to increases of 2,188,130 thousand yen in “Notes and accounts receivable - trade, and contract assets” and 144,492 thousand yen in “Other” of current assets including prepaid expenses.

(Liabilities)

Total liabilities at the end of the first three quarters of the term ending March 31, 2026 were 6,567,609 thousand yen, up 1,602,119 thousand yen from the end of the previous fiscal year. This was mainly due to increases of 958,149 thousand yen in “Accounts payable - other” and 671,208 thousand yen in “Other” of current liabilities including accrued consumption taxes and accrued expenses.

(Net assets)

Total net assets at the end of the first three quarters of the term ending March 31, 2026 were 15,667,831 thousand yen, up 754,931 thousand yen from the end of the previous fiscal year. This was mainly due to an increase of 810,056 thousand yen in “Retained earnings” (up 2,234,658 thousand yen due to “Profit attributable to owners of parent” and down 1,424,602 thousand yen due to the payment of dividends).

(3) Explanation Regarding Future Forecast Information Including Forecast of Consolidated Financial Results

For the forecast for the consolidated financial results for the fiscal year ending March 31, 2026, please refer to the “Notice Concerning Revisions to Full-Year Results Forecast” announced today, February 13, 2026.

2. Consolidated Financial Statements and Notes

(1) Consolidated Balance Sheets

(Unit: Thousands of yen)

	As of March 31, 2025	As of December 31, 2025
Assets		
Current assets		
Cash and deposits	10,724,275	10,746,575
Notes and accounts receivable - trade, and contract assets	7,121,580	9,309,710
Inventories	5,464	22,456
Other	442,111	586,603
Allowance for doubtful accounts	(4,467)	(5,976)
Total current assets	18,288,963	20,659,369
Non-current assets		
Property, plant and equipment	327,835	354,861
Intangible assets	230,582	187,911
Investments and other assets		
Other	1,037,323	1,039,612
Allowance for doubtful accounts	(6,313)	(6,313)
Total investments and other assets	1,031,009	1,033,299
Total non-current assets	1,589,427	1,576,072
Total assets	19,878,390	22,235,441
Liabilities		
Current liabilities		
Short-term borrowings	36,000	90,000
Current portion of long-term borrowings	253,132	229,992
Accounts payable - other	2,267,327	3,225,477
Income taxes payable	487,402	587,111
Asset retirement obligations	16,175	-
Provision for bonuses	292,659	162,695
Provision for bonuses for directors (and other officers)	-	8,752
Provision for loss on orders received	-	24,737
Other	1,000,497	1,671,705
Total current liabilities	4,353,194	6,000,471
Non-current liabilities		
Long-term borrowings	400,032	330,038
Asset retirement obligations	146,357	157,599
Other	65,905	79,501
Total non-current liabilities	612,295	567,138
Total liabilities	4,965,490	6,567,609
Net assets		
Shareholders' equity		
Share capital	412,348	418,318
Capital surplus	253,642	281,230
Retained earnings	14,490,479	15,300,536
Treasury shares	(443,771)	(443,771)
Total shareholders' equity	14,712,698	15,556,313
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	43,455	55,675
Total accumulated other comprehensive income	43,455	55,675
Share acquisition rights	59,103	55,842
Non-controlling interests	97,642	-
Total net assets	14,912,900	15,667,831
Total liabilities and net assets	19,878,390	22,235,441

(2) Consolidated Statements of Income and Statements of Comprehensive Income

Consolidated Statements of Income

For the first three quarters

(Unit: Thousands of yen)

	Nine months ended December 31, 2024 (April 1, 2024 - December 31, 2024)	Nine months ended December 31, 2025 (April 1, 2025 - December 31, 2025)
Net sales	30,552,365	33,569,354
Cost of sales	24,455,639	26,085,507
Gross profit	6,096,726	7,483,847
Selling, general and administrative expenses	4,147,602	4,210,107
Operating profit	1,949,124	3,273,739
Non-operating income		
Interest income	1,021	10,542
Dividend income	1,427	1,828
Other	5,620	3,350
Total non-operating income	8,069	15,721
Non-operating expenses		
Interest expenses	4,804	3,752
Other	72	1,798
Total non-operating expenses	4,876	5,550
Ordinary profit	1,952,317	3,283,910
Profit before income taxes	1,952,317	3,283,910
Income taxes - current	555,598	967,400
Income taxes - deferred	67,459	60,280
Total income taxes	623,057	1,027,680
Profit	1,329,259	2,256,230
Profit attributable to non-controlling interests	13,445	21,572
Profit attributable to owners of parent	1,315,814	2,234,658

Consolidated Statements of Comprehensive Income
For the first three quarters

(Unit: Thousands of yen)

	Nine months ended December 31, 2024 (April 1, 2024 - December 31, 2024)	Nine months ended December 31, 2025 (April 1, 2025 - December 31, 2025)
Profit	1,329,259	2,256,230
Other comprehensive income		
Valuation difference on available-for-sale securities	6,359	12,220
Total other comprehensive income	6,359	12,220
Comprehensive income	1,335,619	2,268,451
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	1,322,174	2,246,878
Comprehensive income attributable to non-controlling interests	13,445	21,572

(3) Notes to Consolidated Financial Statements

(Notes on Segment Information)

[Segment information]

I For the first three quarters ended December 31, 2024 (April 1, 2024 – December 31, 2024)

1. Information about sales and income (loss) by reporting segment and information on breakdown of revenues

(Unit: Thousands of yen)

	Reporting segments			Other ^(Note 1)	Amount on the consolidated statement of income ^(Note 2)
	Clerical human resource services business	Manufacturing human resource services business	Total		
Net sales					
Dispatch of workers	12,534,806	5,536,206	18,071,013	—	18,071,013
Undertaking of tasks	12,134,428	4,961	12,139,389	216,232	12,355,621
Dispatch of workers to be employed as full-time employees	19,137	—	19,137	—	19,137
Introduction of workers	61,196	45,395	106,592	—	106,592
Revenues from contracts with customers	24,749,568	5,586,563	30,336,132	216,232	30,552,365
To outside customers	24,749,568	5,586,563	30,336,132	216,232	30,552,365
Intersegment sales and transfers	—	—	—	—	—
Total	24,749,568	5,586,563	30,336,132	216,232	30,552,365
Segment income	1,707,461	212,697	1,920,159	28,964	1,949,124

Notes: 1. "Other" is the automobile management business of Tokyo Vehicle Management Co., Ltd., which is not a reporting segment.

2. The segment income matches operating profit on the consolidated statement of income.

2. Information on impairment loss, goodwill, etc., in non-current assets by reporting segment

None applicable.

II For the first three quarters ended December 31, 2025 (April 1, 2025 – December 31, 2025)

1. Information about sales and income (loss) by reporting segment and information on breakdown of revenues

(Unit: Thousands of yen)

	Reporting segments			Other ^(Note 1)	Amount on the consolidated statement of income ^(Note 2)
	Clerical human resource services business	Manufacturing human resource services business	Total		
Net sales					
Dispatch of workers	13,814,437	6,446,456	20,260,893	—	20,260,893
Undertaking of tasks	12,895,040	46,525	12,941,565	192,403	13,133,969
Dispatch of workers to be employed as full-time employees	18,688	—	18,688	—	18,688
Introduction of workers	57,683	98,120	155,803	—	155,803
Revenues from contracts with customers	26,785,849	6,591,101	33,376,950	192,403	33,569,354
To outside customers	26,785,849	6,591,101	33,376,950	192,403	33,569,354
Intersegment sales and transfers	—	—	—	—	—
Total	26,785,849	6,591,101	33,376,950	192,403	33,569,354
Segment income	2,915,001	338,787	3,253,788	19,951	3,273,739

Notes: 1. “Other” is the automobile management business of Tokyo Vehicle Management Co., Ltd., which is not a reporting segment.

2. The segment income matches operating profit on the consolidated statement of income.

2. Information on impairment loss, goodwill, etc., in non-current assets by reporting segment

None applicable.

(Notes on Significant Changes in Shareholders' Equity)

None applicable.

(Notes Relating to Going Concern Assumption)

None applicable.

(Notes Relating to Statements of Cash Flows)

The Company has not prepared quarterly consolidated Statements of Cash Flows for the first three quarters ended December 31, 2025. Depreciation (including amortization related to intangible assets) for the first three quarters ended December 31, 2024 and 2025 was as follows.

	First three quarters ended December 31, 2024 (April 1, 2024 – December 31, 2024)	First three quarters ended December 31, 2025 (April 1, 2025 – December 31, 2025)
Depreciation	180,412 Thousand yen	174,421 Thousand yen