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MEMBERSHIP

May 25, 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 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, 2026, and recent performance trends, the Board of Directors resolved today (May 25, 2026) to update the Medium-term Management Plan formulated on May 23, 2025, and announce a new three-year Medium-term Management Plan starting in the fiscal year ending March 31, 2027.

1. Numerical goal of the Medium-term Management Plan from the fiscal year ending March 31, 2027 to the fiscal year ending March 31, 2029

(Millions of yen)

	Plan for FY ending March 31, 2027	Plan for FY ending March 31, 2028	Plan for FY ending March 31, 2029
Net sales	49,100	51,626	54,290
Operating profit	4,095	4,305	4,527
Ordinary profit	4,110	4,320	4,542
Profit attributable to owners of parent	2,810	2,953	3,104

2. Details

In the recently drawn up Medium-term Management Plan, we focus on strengthening the business foundation in order to achieve sustainable growth from the fiscal year ending March 31, 2030 onward. While prioritizing business expansion in the fiscal year ending March 31, 2027, we will also advance organizational development and planning to reinforce the business foundation. The fiscal years ending March 31, 2028 and March 31, 2029 are positioned as periods for intensively strengthening the foundation for further growth.

In the clerical human resources services business, we will continue 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. For private enterprises, we will promote business expansion through the expansion of operational domains and other initiatives. In the manufacturing human resources services business, in order to move away from a staffing-dispatch-centered business model, we will promote the expansion of contracting and recruitment services, further enhance our sales office network, and pursue entry into new business domains centered on highly skilled foreign personnel.

In order to realize these business initiatives, we will make proactive investments not only in infrastructure development, including initiatives to promote DX through the utilization of AI and other technologies, and in research and development associated with new business development, but also in the recruitment of highly skilled personnel to support business expansion and the diversification of operations.

The figures in “1. Numerical goal of the Medium-term Management Plan from the fiscal year ending March 31, 2027 to the fiscal year ending March 31, 2029” reflect only organic growth. In parallel with the above organic growth initiatives, we will also proactively pursue inorganic strategies, including acquisitions and alliances, with an emphasis on enhancing our business portfolio and generating synergies with the Group’s existing businesses.

As a result of these initiatives, from the fiscal year ending March 31, 2030 onward, we aim to establish a business structure capable of achieving further sustainable growth based on consolidated net sales of ¥55,000 million.

Regarding dividends, as the Company expects to secure sustainable 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 today. 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.