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August 7, 2026

To whom it may concern:

Company name: WILL GROUP, INC.
Representative name: Yuichi Sumi
President and Representative Director, CEO
(Securities code: 6089, Tokyo Stock Exchange Prime Market)
Contact information: Satoshi Takayama
Executive Officer and General Manager of Management Department
(Telephone: +81-3-6859-8880)

Notice Concerning Revisions to Consolidated Earnings Forecasts for the Six Months Ending September 30, 2026

1. Revisions to consolidated earnings forecasts

Revisions to consolidated earnings forecasts for the six months ending September 30, 2026
(from April 1, 2026 to September 30, 2026)

	Revenue	Operating profit	Profit before tax	Profit	Profit attributable to owners of parent	Basic earnings per share
	Millions of yen	Millions of yen	Millions of yen	Millions of yen	Millions of yen	Yen
Previously announced forecasts (A)	78,208	1,586	1,497	1,154	1,153	50.33
Revised forecasts (B)	81,885	2,130	2,030	1,342	1,345	58.70
Change (B-A)	+3,677	+544	+533	+188	+192	
Change (%)	+4.7%	+34.3%	+35.6%	+16.3%	+16.7%	
(Reference) Actual results for the six months ended September 30, 2025	71,530	1,638	1,556	1,137	1,147	50.11

2. Reason for revision

Revenue for the second quarter (interim period) under review is expected to exceed the previous forecast. This is attributable to steady performance in the permanent employee and foreign national HR business in the essential domains(*1), the area of greatest focus under the Medium-term Management Plan “WILL-being 2029,” in the Domestic Working Business, as well as the yen remaining weaker than the exchange rate assumptions underlying the plan in the Overseas Working Business.
Profit is also expected to exceed the previous forecast. In addition to the increase in revenue, gross profit in the Domestic Working Business expanded as a result of the Company’s focus on the permanent employee and foreign national HR business in the essential domains. In the Overseas Working Business, both temporary staffing and permanent placement services continue to perform well.
(*1) Essential domains: Domains that are indispensable for sustaining daily life and are less susceptible to replacement by AI and automation. These generally include domains associated with essential workers.

From the third quarter onward, business conditions in the Domestic Working Business are expected to remain generally firm. Revenue and operating profit are therefore expected to perform steadily, supported by the Company’s continued focus on the permanent employee and foreign national HR business in the essential domains. In the Overseas Working Business, the Company will continue to operate with an emphasis on profitability, taking into account business conditions in each country. Meanwhile, the Company has a policy of actively making growth investments as earnings expand. Taking this policy together with foreign exchange trends overseas and other relevant factors into consideration, the Company has left the full-year earnings forecast unchanged.

The Company has not made revisions to the forecast of cash dividends.

Note: The above earnings forecasts are based on information available to the Company as of the date of the announcement of this document and on certain assumptions deemed to be reasonable. Actual results may differ significantly from these forecasts for a number of reasons.