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Summary of Consolidated Financial Results for the First Quarter Ended June 30, 2025 [Japanese GAAP]



August 14, 2025

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 First Quarter of the Fiscal Year Ending March 31, 2026 (April 1, 2025 to June 30, 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	%
Three months ended June 30, 2025	10,311	1.1	967	17.0	967	16.8	647	14.7
Three months ended June 30, 2024	10,201	(10.6)	826	0.0	827	(0.5)	564	6.7

(Note) Comprehensive income: 1Q FY 3/2026: ¥648 million [12.0%] 1Q FY 3/2025: ¥579 million [7.3%]

	Net income per share	Diluted net income per share
	Yen	Yen
Three months ended June 30, 2025	54.56	54.20
Three months ended June 30, 2024	47.59	47.26

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
As of June 30, 2025	19,467	14,140	71.9
As of March 31, 2025	19,878	14,912	74.2

(Reference) Equity capital: 1Q FY 3/2026: ¥13,988 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	-				
Year ending March 31, 2026 (Forecast)		0.00	-	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
First half	20,515	0.3	1,152	(3.1)	1,151	(3.4)	789	(1.4)	66.46
Full year	42,545	5.3	2,706	0.5	2,703	0.1	1,848	1.0	155.66

(Note) Revision of forecast for consolidated financial results recently announced: No

*** 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 June 30, 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 June 30, 2025	729,016 shares	As of March 31, 2025	729,016 shares
3) Average number of outstanding shares during the period (during the first quarter)	Three months ended June 30, 2025	11,871,739 shares	Three months ended June 30, 2024	11,867,187 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 quarter of the term ending March 31, 2026, the Japanese economy saw continued improvement in the employment situation and an increase in nominal wages in the household sector. However, consumer spending remained almost unchanged due to rising costs for food items such as rice and other staple foods, leading to a stronger tendency toward thriftiness. In the corporate sector, despite higher risks of performance deterioration due to rising prices and concerns over the U.S. trade policy, business sentiment remained positive and appetite for investment remained firm.

Regarding the global economy, the U.S. economy remained firm, but concerns arose over rising prices and a decline in consumer spending due to the impact of the U.S. trade policy. The European economy showed signs of recovery in Germany and other countries, but concerns remained over the impact of the U.S. trade policy in the future. Meanwhile, the Chinese economy continued to be hindered by a still sluggish real estate market, and continued high unemployment rate and weak consumer spending, resulting in a stagnant economy. Furthermore, as in other countries, concerns remained in China about the impact of the U.S. trade policy.

In this climate, the Japanese human resource service industry operated in an environment where companies generally showed a sustained appetite for hiring more workers against the backdrop of steady capital investment by companies and other factors, despite the impact of sluggish personal consumption due to rising prices.

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.

In the first quarter of the term ending March 31, 2026, in the BPO-related business for local governments, we continued to work proactively to win more orders primarily for projects related to the amendment of the Family Register Act, as well as for benefit payment projects and projects related to social security and tax numbers, which we have been working on from the past, despite a reduction in the scale of large-scale BPO projects for private companies that were in operation in the previous fiscal year. As a result, net sales for the first quarter of the term ending March 31, 2026 increased by 110,478 thousand yen (up 1.1%) year on year to 10,311,815 thousand yen.

In terms of profit, in response to an increase in the number of local governments with which we have transactions, we resumed active recruitment of new employees to prepare for an increase in the number of orders received and the expansion of our business area, particularly in projects such as long-term contracts. This resulted in an increase in personnel expenses, but we made efforts to lower the cost of sales, such as recruitment expenses, and pursue higher operational efficiency. As a result, operating profit increased by 140,880 thousand yen (up 17.0%) to 967,531 thousand yen, ordinary profit increased by 139,471 thousand yen (up 16.8%) to 967,311 thousand yen, and profit attributable to owners of parent increased by 82,963 thousand yen (up 14.7%) to 647,765 thousand yen, on a year-on-year basis.

(Clerical human resource services)

In the BPO-related business section, concerning transactions with local governments, we continued proactively working to develop new local government clients primarily for benefit payment projects and projects related to social security and tax numbers, and expand the scope of business centered on long-term contracts, mainly on counter operations at local governments. In addition, we focused on securing orders for projects related to the amendment to the Family Registration Act, resulting in a steady increase in new orders. In respect to transactions with private enterprises, order volume remained strong in the winning of projects of leading BPO operators involving central government agencies, large-scale projects of new clients, and other factors. However, this was not enough to offset the decline in sales resulting from the downsizing of large BPO projects that had been in operation in the previous fiscal year. Meanwhile, in the CRM-related business section, we secured the volume of orders that was needed to offset the decline in sales resulting mainly from the reduction in the scale of projects operating in the previous fiscal year in the Tokyo metropolitan area, thanks to an increase in transaction volume with existing clients at local branch offices. In the office services section, orders remained strong thanks to a steady increase in orders for projects from local governments. Still, we failed to offset a decline in sales resulting 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 quarter of the term ending March 31, 2026 decreased by 140,775 thousand yen (down 1.7%) year on year to 8,252,041 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,

despite a slight decline in year-on-year sales, operating profit increased by 143,324 thousand yen (up 18.9%) year on year to 901,402 thousand yen.

(a) Business process outsourcing

In this section, we proactively worked to develop new local government clients by focusing mainly on benefit payment projects and social security and tax number projects. These efforts led to starting transactions with seven new local government clients compared to as of the end of March 2025, resulting in doing business with 202 local governments, including existing local government clients. Furthermore, we worked to expand the area of the business by focusing on counter operations in order to strengthen our business foundation with existing local government clients. We also focused on winning orders for short-term contracts related to the amendment to the Family Registration Act, and as a result, new orders remained steady. With regard to transactions with private enterprises, we received orders from leading BPO operators for new projects involving central government agencies, large orders from new clients, and large orders in field business projects, resulting in steady growth in orders for new projects. However, due to factors such as a significant reduction in the scale of large-scale projects that had operated in the previous fiscal year, net sales for this business segment for the first quarter of the term ending March 31, 2026 decreased by 65,463 thousand yen (down 1.1%) year on year to 6,154,828 thousand yen.

(b) Customer relationship management

In this section, although the scale of the dispatch of workers at large-scale call centers operating in the previous fiscal year from existing clients in the Tokyo metropolitan area and projects ordered by financial institutions was reduced, we focused on expanding transactions with existing clients and developing new clients at our local branch offices in Sapporo, Sendai, Osaka, and Fukuoka, by acquiring new orders from leading telemarketing operators, which are existing clients, for new projects for the dispatch of workers at call centers. As a result, net sales of this section for the first quarter of the term ending March 31, 2026 increased by 5,725 thousand yen (up 0.7%) year on year to 771,709 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, orders from existing clients in the Tokyo metropolitan area and at local branch offices in Sendai and Okinawa remained steady. However, short-term dispatching projects for local governments and public corporations associated with local governments, which were in operation in the previous fiscal year, were scaled back or ended. Additionally, the volume of projects related to new NISA from financial institutions decreased. As a result, net sales of this section for the first quarter of the term ending March 31, 2026 decreased by 81,037 thousand yen (down 5.8%) year on year to 1,325,503 thousand yen.

(Manufacturing human resource services)

In the food processing category, although there were concerns about the impact of stagnant personal consumption due to rising prices and orders from some corporate clients declined, orders remained steady from existing clients, especially companies manufacturing western-style confectionery, seasoning, and delicatessen. In addition, orders from new clients in areas such as food for commercial use and boxed lunch manufacturing, as well as contract business, which we recently entered, resulted in a steady increase in orders. In the manufacturing and processing category, although orders from some corporate clients decreased owing to the concern about the impact of the U.S. trade policy, we focused on developing new clients and were able to receive orders in areas such as housing equipment manufacturing, in addition to an increase in orders from clients in the comprehensive electrical equipment manufacturing, plant manufacturing, and machinery manufacturing. As a result, net sales of this business in the first quarter of the term ending March 31, 2026 increased by 257,499 thousand yen (up 14.8%) year on year to 1,993,194 thousand yen. In terms of profit, as a result of actively resuming recruitment of new employees for future business expansion, personnel expenses and recruitment expenses increased. As a result of these and other efforts, operating profit decreased by 2,252 thousand yen (down 3.8%) year on year to 57,042 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 in the first quarter of the term ending March 31, 2026 decreased by 6,245 thousand yen (down 8.6%) year on year to 66,578 thousand yen, due to factors such as the failure to replace retired employees. Operating profit decreased by 191 thousand yen (down 2.1%) year on year to 9,086 thousand yen, mainly due to 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 quarter of the term ending March 31, 2026 were 19,467,238 thousand yen, down 411,151 thousand yen from the end of the previous fiscal year. This was mainly due to a decrease of 977,576 thousand yen in “Notes and accounts receivable - trade, and contract assets,” despite an increase of 555,361 thousand yen in “Cash and deposits.”

(Liabilities)

Total liabilities at the end of the first quarter of the term ending March 31, 2026 were 5,327,133 thousand yen, up 361,642 thousand yen from the end of the previous fiscal year. This was mainly due to an increase of 568,786 thousand yen in “Other” of current liabilities including accrued consumption taxes, despite a decrease of 246,893 thousand yen in “Income taxes payable.”

(Net assets)

Total net assets at the end of the first quarter of the term ending March 31, 2026 were 14,140,105 thousand yen, down 772,794 thousand yen from the end of the previous fiscal year. This was mainly due to a decrease of 776,836 thousand yen in “Retained earnings” (up 647,765 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

There are no revisions to the forecast for the consolidated financial results for the fiscal year ending March 31, 2026 announced on May 14, 2025.

2. Consolidated Financial Statements and Notes

(1) Consolidated Balance Sheets

(Unit: Thousands of yen)

	As of March 31, 2025	As of June 30, 2025
Assets		
Current assets		
Cash and deposits	10,724,275	11,279,636
Notes and accounts receivable - trade, and contract assets	7,121,580	6,144,003
Inventories	5,464	11,720
Other	442,111	536,505
Allowance for doubtful accounts	(4,467)	(4,243)
Total current assets	18,288,963	17,967,622
Non-current assets		
Property, plant and equipment	327,835	332,651
Intangible assets	230,582	210,570
Investments and other assets		
Other	1,037,323	962,708
Allowance for doubtful accounts	(6,313)	(6,313)
Total investments and other assets	1,031,009	956,395
Total non-current assets	1,589,427	1,499,616
Total assets	19,878,390	19,467,238
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	2,423,507
Income taxes payable	487,402	240,509
Provision for bonuses	292,659	154,534
Asset retirement obligations	16,175	16,175
Provision for loss on orders received	-	41,960
Other	1,000,497	1,569,283
Total current liabilities	4,353,194	4,765,963
Non-current liabilities		
Long-term borrowings	400,032	350,034
Asset retirement obligations	146,357	148,419
Other	65,905	62,716
Total non-current liabilities	612,295	561,170
Total liabilities	4,965,490	5,327,133
Net assets		
Shareholders' equity		
Share capital	412,348	418,318
Capital surplus	253,642	259,612
Retained earnings	14,490,479	13,713,643
Treasury shares	(443,771)	(443,771)
Total shareholders' equity	14,712,698	13,947,802
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	43,455	40,899
Total accumulated other comprehensive income	43,455	40,899
Share acquisition rights	59,103	50,152
Non-controlling interests	97,642	101,250
Total net assets	14,912,900	14,140,105
Total liabilities and net assets	19,878,390	19,467,238

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

Consolidated Statements of Income

For the first quarter

(Unit: Thousands of yen)

	Three months ended June 30, 2024 (April 1, 2024 - June 30, 2024)	Three months ended June 30, 2025 (April 1, 2025 - June 30, 2025)
Net sales	10,201,337	10,311,815
Cost of sales	7,990,033	7,963,150
Gross profit	2,211,303	2,348,664
Selling, general and administrative expenses	1,384,652	1,381,133
Operating profit	826,650	967,531
Non-operating income		
Interest income	5	117
Compensation for forced relocation	1,750	-
Subsidy income	351	527
Penalty income	-	1,300
Other	750	403
Total non-operating income	2,858	2,349
Non-operating expenses		
Interest expenses	1,648	1,302
Other	20	1,266
Total non-operating expenses	1,668	2,568
Ordinary profit	827,840	967,311
Profit before income taxes	827,840	967,311
Income taxes - current	198,631	212,185
Income taxes - deferred	60,453	103,752
Total income taxes	259,084	315,937
Profit	568,756	651,374
Profit attributable to non-controlling interests	3,953	3,608
Profit attributable to owners of parent	564,802	647,765

Consolidated Statements of Comprehensive Income
For the first quarter

(Unit: Thousands of yen)

	Three months ended June 30, 2024 (April 1, 2024 - June 30, 2024)	Three months ended June 30, 2025 (April 1, 2025 - June 30, 2025)
Profit	568,756	651,374
Other comprehensive income		
Valuation difference on available-for-sale securities	10,737	(2,556)
Total other comprehensive income	10,737	(2,556)
Comprehensive income	579,493	648,818
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	575,539	645,209
Comprehensive income attributable to non-controlling interests	3,953	3,608

(3) Notes to Consolidated Financial Statements

(Notes on Segment Information)

[Segment information]

I For the first quarter ended June 30, 2024 (April 1, 2024 – June 30, 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	4,218,991	1,721,769	5,940,761	—	5,940,761
Undertaking of tasks	4,147,422	—	4,147,422	72,824	4,220,246
Dispatch of workers to be employed as full-time employees	1,826	—	1,826	—	1,826
Introduction of workers	24,576	13,925	38,501	—	38,501
Revenues from contracts with customers	8,392,817	1,735,695	10,128,512	72,824	10,201,337
To outside customers	8,392,817	1,735,695	10,128,512	72,824	10,201,337
Intersegment sales and transfers	—	—	—	—	—
Total	8,392,817	1,735,695	10,128,512	72,824	10,201,337
Segment income	758,078	59,294	817,372	9,278	826,650

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 quarter ended June 30, 2025 (April 1, 2025 – June 30, 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	4,216,925	1,954,013	6,170,938	—	6,170,938
Undertaking of tasks	3,999,829	16,626	4,016,455	66,578	4,083,034
Dispatch of workers to be employed as full-time employees	7,054	—	7,054	—	7,054
Introduction of workers	28,232	22,554	50,787	—	50,787
Revenues from contracts with customers	8,252,041	1,993,194	10,245,236	66,578	10,311,815
To outside customers	8,252,041	1,993,194	10,245,236	66,578	10,311,815
Intersegment sales and transfers	—	—	—	—	—
Total	8,252,041	1,993,194	10,245,236	66,578	10,311,815
Segment income	901,402	57,042	958,444	9,086	967,531

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 quarter ended June 30, 2025. Depreciation (including amortization related to intangible assets) for the first quarter ended June 30, 2024 and 2025 was as follows.

	First quarter ended June 30, 2024 (April 1, 2024 – June 30, 2024)	First quarter ended June 30, 2025 (April 1, 2025 – June 30, 2025)
Depreciation	81,901 Thousand yen	40,766 Thousand yen