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Consolidated Financial Results for the First Quarter Ended June 30, 2026 [Japanese GAAP]

August 14, 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
(Name) Hiroyoshi Fujieda
Phone: +81-(0)3-6311-7321
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, 2027 (April 1, 2026 to June 30, 2026)

(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, 2026	11,366	10.2	1,589	64.2	1,589	64.3	1,082	67.1
Three months ended June 30, 2025	10,311	1.1	967	17.0	967	16.8	647	14.7

(Note) Comprehensive income: 1Q FY 3/2027: ¥1,101 million [69.8%] 1Q FY 3/2026: ¥648 million [12.0%]

	Net income per share	Diluted net income per share
	Yen	Yen
Three months ended June 30, 2026	91.12	90.36
Three months ended June 30, 2025	54.56	54.20

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
As of June 30, 2026	21,342	15,692	73.2
As of March 31, 2026	22,501	16,013	70.9

(Reference) Equity capital: 1Q FY 3/2027: ¥15,631 million FY 3/2026: ¥15,954 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, 2026	-	0.00	-	120.00	120.00
Year ending March 31, 2027	-				
Year ending March 31, 2027 (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, 2027 (April 1, 2026 to March 31, 2027)

(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	22,516	4.0	1,692	(12.7)	1,700	(12.7)	1,160	(12.4)	97.67
Full year	49,100	10.0	4,095	5.1	4,110	5.0	2,810	8.5	236.60

(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, 2026	12,605,700 shares	As of March 31, 2026	12,605,700 shares
2) Number of treasury shares at end of term	As of June 30, 2026	729,058 shares	As of March 31, 2026	729,058 shares
3) Average number of outstanding shares during the period (during the first quarter)	Three months ended June 30, 2026	11,876,642 shares	Three months ended June 30, 2025	11,871,739 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, 2027, the Japanese economy showed the following trends. In the household sector, prices, including food prices, stopped rising and began to stabilize, supported by rising disposable income driven by wage increases. As a result, consumer spending remained generally strong. However, concerns arose regarding a potential future decline due to rising import prices, particularly for petrochemical products, driven by the yen’s depreciation and the escalating tensions in the Middle East triggered by the conflict between the U.S./Israel and Iran that began in February 2026. In the corporate sector, corporate profit remained generally strong, mainly due to increased exports of electrical equipment and industrial machinery driven by rising demand for AI and data centers. Furthermore, the continued strong investment appetite for capital investment persisted, particularly for labor-saving investments. However, similar to the household sector, concerns about the future impact of the situation in the Middle East cast uncertainty over the outlook.

Regarding the global economy, it remained generally strong, except for the Chinese economy, as robust AI-related demand drove economic growth. However, prices were rising due to the situation in the Middle East, leading to concerns about further price increases and a decline in consumer spending, resulting in an uncertain outlook.

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 the sense of a chronic labor shortage, strong corporate profits, and other factors.

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 quarter of the term ending March 31, 2027, despite the completion of short-term projects we had received related to the amendment to the Family Register Act, which had been in operation in the previous fiscal year, and projects for private enterprises in the BPO-related business, we saw an increase in the monetary amount of orders received for contracted projects, including projects related to social security and tax numbers and operations for citizen services desks in the BPO-related business for local governments. In the manufacturing human resource services business, driven by rising demand for AI and data centers, we saw an increase in the order volume for dispatching projects in industrial machinery manufacturing, including electrical equipment and semiconductor manufacturing equipment. As a result, net sales for the first quarter of the term ending March 31, 2027 increased by 1,054,538 thousand yen (up 10.2%) year on year to 11,366,353 thousand yen.

In terms of profit, regarding contracted projects from local governments—such as projects related to social security and tax numbers—out of the BPO-related business, the proportion of operations performed by June 2026 was relatively smaller than that of the total operations required over the entire contract period. Consequently, cost of sales, including personnel expenses, decreased year on year, leading to a 31.4% year-on-year increase in gross profit. In selling, general and administrative expenses, personnel expenses increased primarily due to active recruitment of new employees in the clerical human resource services business in an effort to increase the number of orders received and strengthen our operational structure. However, we strived to reduce expenses such as advertising expenses and to improve operational efficiency. As a result, operating profit increased by 621,478 thousand yen (up 64.2%) to 1,589,009 thousand yen, ordinary profit increased by 621,892 thousand yen (up 64.3%) to 1,589,204 thousand yen, and profit attributable to owners of parent increased by 434,427 thousand yen (up 67.1%) to 1,082,193 thousand yen, on a year-on-year basis.

(Clerical human resource services)

In the BPO-related business section, projects related to the amendment to the Family Register Act, which had been in operation in the previous fiscal year, mostly concluded. Additionally, with respect to transactions with private enterprises, we experienced a decline in the monetary amount of orders received for projects from leading BPO operators with central government agencies as end clients, among others. However, regarding transactions with local governments, we strived to receive new orders while expanding existing ones for long-term contracts such as projects related to social security and tax numbers and operations for citizen services desks, and we also actively sought to expand our scope of business, resulting in a steady increase in the monetary amount of orders received. In the CRM-related business section, we focused on strengthening our sales structure and expanding the order volume for dispatching projects from existing clients, resulting in a steady increase in the monetary amount of orders received. On the other hand, in the office services section, the monetary amount of orders received decreased compared to the same period of the previous fiscal year, mainly due to the completion of dispatching projects received from local governments and public corporations associated with local governments, as well as a decline in the order volume of 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, 2027 increased by 562,724 thousand yen (up 6.8%) year on year to 8,814,765 thousand yen. In terms of profit, operating profit increased by 547,920 thousand yen (up 60.8%) year on year to 1,449,322 thousand yen. This was primarily due to an increase in net sales; revisions to unit prices for dispatching projects; an increase in gross profit driven by lower cost of sales compared to the same period of the previous fiscal year, which was largely due to a smaller proportion of operations performed by June 2026 than that of the toral operations for the contracted projects from local governments in the BPO-related business; and reduced expenses and improved operational efficiency in selling, general and administrative expenses—such as advertising expenses—despite increases in personnel and recruitment expenses accompanied by expanded employment.

(a) Business process outsourcing

In this section, we experienced a decline in the order volume due to the near completion of projects related to the revision of the Family Register Act, which had been in operation in the previous fiscal year, and a reduction in the scale of benefit payment projects regarding transactions with local governments. However, with respect to social security and tax number projects and operations for citizen services desks, we proactively worked to acquire new clients while expanding operations with existing clients. Furthermore, regarding our ongoing efforts to expand our business areas, we focused our sales efforts on local governments, our existing clients, in particular on their projects related to resident services, resulting in steady progress in the monetary amount of orders received. Meanwhile, regarding transactions with private enterprises, despite our efforts to acquire new clients in field business projects and other projects, we could not offset the decline in the order volume from leading BPO operators for projects involving central government agencies and other projects, among others. As a result, net sales of this section for the first quarter of the term ending March 31, 2027 increased by 401,619 thousand yen (up 6.5%) year on year to 6,556,448 thousand yen.

(b) Customer relationship management

In this section, we have been working since the previous fiscal year to strengthen our organizational structure through personnel deployment and other efforts. We focused on expanding the order volume of dispatching projects from existing clients, particularly leading telemarketing operators. As a result, we secured new contracts—primarily medium-sized projects—for the dispatch of workers at call centers, not only from leading telemarketing operators but also from financial institutions and other clients. Consequently, the order volume remained steady, and the monetary amount of orders received from approximately all major clients across all of our offices exceeded that of the same period of the previous fiscal year. As a result, net sales of this section for the first quarter of the term ending March 31, 2027 increased by 334,058 thousand yen (up 43.3%) year on year to 1,105,768 thousand yen.

(c) Office services

In this section, the order volume declined mainly due to the completion or scaling back of operations in the dispatching projects for local governments, such as operations related to social security and tax number projects and benefit payment projects, as well as the dispatching projects received from public corporations associated with local governments and incorporated administrative agencies. Additionally, regarding private enterprises, the order volume decreased compared to the same period of the previous fiscal year, mainly due to the scaling back or completion of operations by existing clients, including financial institutions. As a result, net sales of this section for the first quarter of the term ending March 31, 2027 decreased by 172,954 thousand yen (down 13.0%) year on year to 1,152,549 thousand yen.

(Manufacturing human resource services)

In the food processing category, at some corporate clients, the order volume decreased due to production adjustments driven by soaring raw material prices and a shift from the use of dispatched workers to direct employment. However, the order volume from existing clients, primarily companies manufacturing western-style confectionery, seasonings, and delicatessen, remained steady, as was the case with the previous fiscal year. In the manufacturing and processing category, the order volume of the large-scale government policy-related dispatching projects from a housing equipment manufacturing client remained steady. Additionally, driven by growing domestic demand and exports for AI and data center-related services, the monetary amount of orders received remained strong, particularly in the manufacturing of industrial machinery, including electrical equipment and semiconductor manufacturing equipment, as well as in automotive manufacturing. As a result, net sales of this business for the first quarter of the term ending March 31, 2027 increased by 502,073 thousand yen (up 25.2%) year on year to 2,495,268 thousand yen. In terms of profit, gross profit increased by 41.7% compared to the same period of the previous fiscal year, mainly due to higher net sales and revisions to unit prices for dispatching projects. Regarding selling, general and administrative expenses, while personnel expenses rose due to our proactive efforts to hire new employees in preparation for future business expansion, we actively pursued cost reductions. As a result, operating profit increased by 76,940 thousand yen (up 134.9%) year on year to 133,983 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 for the first quarter of the term ending March 31, 2027 decreased by 10,259 thousand yen (down 15.4%) year on year to 56,319 thousand yen, due to a decline in the order volume resulting from the organizational changes in major clients, which failed to be offset by efforts such as acquiring new clients. Operating profit decreased by 3,383 thousand yen (down 37.2%) year on year to 5,703 thousand yen, failing to offset the decline in profit resulting from the decrease in net sales, despite efforts to reduce selling, general, and administrative expenses and improve operational efficiency.

(2) Overview of Financial Position

(Assets)

Total assets at the end of the first quarter of the term ending March 31, 2027 were 21,342,691 thousand yen, down 1,159,083 thousand yen from the end of the previous fiscal year. This was mainly due to a decrease of 2,315,972 thousand yen in “Notes and accounts receivable - trade, and contract assets,” despite an increase of 1,254,330 thousand yen in “Cash and deposits.”

(Liabilities)

Total liabilities at the end of the first quarter of the term ending March 31, 2027 were 5,649,916 thousand yen, down 838,440 thousand yen from the end of the previous fiscal year. This was mainly due to decreases of 595,457 thousand yen in “Income taxes payable” and 224,119 thousand yen in “Provision for bonuses.”

(Net assets)

Total net assets at the end of the first quarter of the term ending March 31, 2027 were 15,692,775 thousand yen, down 320,642 thousand yen from the end of the previous fiscal year. This was mainly due to a decrease of 343,003 thousand yen in “Retained earnings” (up 1,082,193 thousand yen due to “Profit attributable to owners of parent” and down 1,425,197 thousand yen due to the payment of dividends).

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

Regarding the forecast for consolidated financial results, for contracted projects with local governments in the BPO-related business, the proportion of operations performed during the first quarter of the current consolidated fiscal year was relatively small, and consequently, the volume of operations to be performed from the second quarter onward is expected to increase. However, as it is difficult to accurately forecast future trends in the volume of operations at this time, there are no revisions to the forecast for the consolidated financial results for the fiscal year ending March 31, 2027 announced on May 14, 2026.

2. Consolidated Financial Statements and Notes

(1) Consolidated Balance Sheets

(Unit: Thousands of yen)

	As of March 31, 2026	As of June 30, 2026
Assets		
Current assets		
Cash and deposits	11,316,883	12,571,214
Notes and accounts receivable - trade, and contract assets	9,148,244	6,832,272
Inventories	7,599	13,998
Other	385,885	392,026
Allowance for doubtful accounts	(5,585)	(3,846)
Total current assets	20,853,027	19,805,664
Non-current assets		
Property, plant and equipment	355,726	357,113
Intangible assets	63,825	77,659
Investments and other assets		
Other	1,235,509	1,108,567
Allowance for doubtful accounts	(6,313)	(6,313)
Total investments and other assets	1,229,195	1,102,253
Total non-current assets	1,648,747	1,537,026
Total assets	22,501,774	21,342,691
Liabilities		
Current liabilities		
Short-term borrowings	36,000	90,000
Current portion of long-term borrowings	220,032	205,034
Accounts payable - other	2,549,860	2,348,587
Income taxes payable	969,726	374,268
Provision for bonuses	378,984	154,864
Provision for bonuses for directors (and other officers)	11,670	-
Provision for loss on orders received	113,783	96,624
Other	1,701,052	1,895,594
Total current liabilities	5,981,109	5,164,974
Non-current liabilities		
Long-term borrowings	275,000	235,000
Asset retirement obligations	154,219	159,127
Other	78,028	90,814
Total non-current liabilities	507,248	484,942
Total liabilities	6,488,357	5,649,916
Net assets		
Shareholders’ equity		
Share capital	418,318	418,318
Capital surplus	281,230	281,230
Retained earnings	15,654,690	15,311,687
Treasury shares	(443,884)	(443,884)
Total shareholders’ equity	15,910,354	15,567,351
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	44,375	63,891
Total accumulated other comprehensive income	44,375	63,891
Share acquisition rights	58,687	61,532
Total net assets	16,013,417	15,692,775
Total liabilities and net assets	22,501,774	21,342,691

(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, 2025 (April 1, 2025 - June 30, 2025)	Three months ended June 30, 2026 (April 1, 2026 - June 30, 2026)
Net sales	10,311,815	11,366,353
Cost of sales	7,963,150	8,280,778
Gross profit	2,348,664	3,085,575
Selling, general and administrative expenses	1,381,133	1,496,566
Operating profit	967,531	1,589,009
Non-operating income		
Interest income	117	147
Subsidy income	527	527
Penalty income	1,300	-
Other	403	1,388
Total non-operating income	2,349	2,063
Non-operating expenses		
Interest expenses	1,302	1,467
Other	1,266	400
Total non-operating expenses	2,568	1,867
Ordinary profit	967,311	1,589,204
Profit before income taxes	967,311	1,589,204
Income taxes - current	212,185	333,533
Income taxes - deferred	103,752	173,477
Total income taxes	315,937	507,010
Profit	651,374	1,082,193
Profit attributable to non-controlling interests	3,608	-
Profit attributable to owners of parent	647,765	1,082,193

Consolidated Statements of Comprehensive Income

For the first quarter

(Unit: Thousands of yen)

	Three months ended June 30, 2025 (April 1, 2025 - June 30, 2025)	Three months ended June 30, 2026 (April 1, 2026 - June 30, 2026)
Profit	651,374	1,082,193
Other comprehensive income		
Valuation difference on available-for-sale securities	(2,556)	19,516
Total other comprehensive income	(2,556)	19,516
Comprehensive income	648,818	1,101,709
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	645,209	1,101,709
Comprehensive income attributable to non-controlling interests	3,608	-

(3) Notes to Consolidated Financial Statements

(Notes on Segment Information)

[Segment information]

I 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.

II For the first quarter ended June 30, 2026 (April 1, 2026 – June 30, 2026)

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	4,232,961	2,416,530	6,649,491	–	6,649,491
Undertaking of tasks	4,548,463	28,054	4,576,517	56,319	4,632,837
Dispatch of workers to be employed as full-time employees	3,653	–	3,653	–	3,653
Introduction of workers	29,688	50,683	80,371	–	80,371
Revenues from contracts with customers	8,814,765	2,495,268	11,310,033	56,319	11,366,353
To outside customers	8,814,765	2,495,268	11,310,033	56,319	11,366,353
Intersegment sales and transfers	–	–	–	–	–
Total	8,814,765	2,495,268	11,310,033	56,319	11,366,353
Segment income	1,449,322	133,983	1,583,306	5,703	1,589,009

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, 2026. Depreciation (including amortization related to intangible assets) for the first quarter ended June 30, 2025 and 2026 was as follows.

	First quarter ended June 30, 2025 (April 1, 2025 – June 30, 2025)	First quarter ended June 30, 2026 (April 1, 2026 – June 30, 2026)
Depreciation	40,766 Thousand yen	40,627 Thousand yen