

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



April 14, 2026

To whom it may concern,

Listed company name: Pasona Group Inc.
 Listing stock exchange: Tokyo Stock Exchange Prime Market
 Securities code number: 2168
 Representative: Hirotaka Wakamoto,
 Representative Director, Chairperson and CEO
 For further information contact: Yuko Nakase,
 Executive Vice President and CFO
 Tel: +81 3 6734 0200

Notice Concerning Revisions to Full-Year Consolidated Financial Forecasts

Pasona Group Inc. (the Company) announce that, at a meeting of the Board of Directors held on April 14, 2026, it has revised its consolidated financial results forecasts for the fiscal year ending May 31, 2026 announced on July 15, 2025, as follows.

The dividend forecast remains unchanged from the previous forecast.

1. Revisions to consolidated financial results forecasts for the current fiscal year (From June 1, 2025 to May 31, 2026)

(in millions of yen unless otherwise specified)

	Consolidated net sales	Consolidated operating profit	Consolidated ordinary profit	Profit attributable to owners of parent	Consolidated profit per share (yen)
Previous forecast (A) Announced on July 15, 2025	330,000	2,500	2,800	500	12.81
Revised forecast (B)	310,000	500	1,800	(1,800)	(47.72)
Change (B – A)	(20,000)	(2,000)	(1,000)	(2,300)	(60.53)
Change (%)	(6.1)	(80.0)	(35.7)	—	
Reference: Actual consolidated results for the previous fiscal year (Fiscal year ended May 31, 2025)	309,240	(1,237)	(460)	(8,658)	(221.80)

(Note) Financial results forecasts by segment are disclosed in the “Supplementary materials for the financial results” released on the same day.

2. Reasons for revision

Regarding the consolidated financial results forecasts for the fiscal year ending May 31, 2026, while Outplacement Support business in the Career Solutions segment has outperformed initial projections, the recruitment agency business experienced a temporary decline in operational efficiency during the first half

due to the overhaul of its internal systems implemented at the start of the fiscal year. Furthermore, in the third quarter, the number of successful contract is expected to fall short of initial projections due to a decline in productivity resulting from staff change. In addition, our Regional Revitalization and Tourism Solutions business has seen an increase in visitor numbers, primarily at Nijigen no Mori on Awaji Island in Hyogo Prefecture, with both sales and operating profit exceeding the previous year's figures; furthermore, the limited-time event that began in March is off to a strong start. However, due to delays in the launch of our new gaming business and a slower-than-expected ramp-up of our new facilities, it has become difficult to achieve our initial projections. In light of these circumstances, we have revised our financial results forecasts for each segment and now expect full-year consolidated sales, operating income and ordinary income to fall short of our initial projections.

In addition to the factors mentioned above, profit attributable to owners of the parent is expected to fall short of the initial projections due to additional extraordinary losses such as Expo-related expenses.

As a result, we are revising the full-year consolidated financial results forecasts fiscal year ending May 2026, which we had announced on July 15, 2025.

(Note) The financial results forecasts listed above are based on information available at this time. Actual results may differ from these forecasts due to various factors in the future. If any revisions become necessary, we will announce them promptly.