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June 25, 2026

To whom it may concern,

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 Listing stock exchange: Tokyo Stock Exchange Prime Market
 Securities code number: 2168
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Notice Concerning Revisions to Full-Year Consolidated Financial Forecasts for the Fiscal Year Ending May 2026

Pasona Group Inc. announces that, at a meeting of the Board of Directors held on June 25, 2026, we revised our full-year consolidated financial results forecasts for the fiscal year ending May 2026, which was announced on April 14, 2026, 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)

	Net sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Profit per share (yen)
Previous forecast (A) Announced on April 14, 2026	310,000	500	1,800	(1,800)	(47.72)
Revised forecast (B)	308,500	(1,150)	150	(3,300)	(90.07)
Change (B – A)	(1,500)	(1,650)	(1,650)	(1,500)	
Change (%)	(0.5)	—	(91.7)	—	
Reference: Actual results for the previous fiscal year	309,240	(1,237)	(460)	(8,658)	(221.80)

2. Reasons for revision

Regarding the full-year consolidated financial results forecasts for the fiscal year ending May 2026, revenue and profit are expected to fall short of the previously announced forecasts for the fourth quarter—when sales from the recruitment agency business in the Career Solutions segment typically peaks—because the recovery from the productivity decline that began at the start of the current fiscal year has not progressed as anticipated. In addition, in the Expert Solutions (temporary staffing) segment, operating profit is expected to fall short of the revision plan due to higher-than-expected paid leave taken during the Golden Week period and weaker-than-expected growth in the number of active temporary workers. Furthermore, in the Regional Revitalization and Tourism Solutions segment, the newly launched gaming business did not progress as planned, which also weighed on operating profit. In light of these circumstances, we have

revised our financial results forecasts and now expect full-year consolidated net sales, operating profit, ordinary profit, and profit attributable to owners of parent to fall short of our original targets.

Accordingly, we are revising the full-year consolidated financial results forecasts for the fiscal year ending May 2026, which was announced on April 14, 2026.

3. Forecasts for the fiscal year ending May 2027

Regarding the business outlook for each segment in the next fiscal year, the BPO Solutions segment is expected to continue to be affected by the peak-out of large-scale contract projects, as seen in the current fiscal year; however, we plan to expand our business in specialized fields and enhance operational efficiency through the overhaul of core systems, thereby we will continue to aim for the improvement in gross profit margin set forth in our mid-term VISION. In the Expert Solutions segment, although the number of registered temporary staff exceeded that of the previous fiscal year during the current fiscal year, in the next fiscal year, we will accelerate the process from registration to job placement and aim to increase the number of active temporary workers. Furthermore, regarding the recruitment agency business in the Career Solutions segment—which is projected to see a decline in both revenue and profit this fiscal year—we will aim for recovery by focusing on the high-caliber professionals and female executives, where demand for talent remains stable, while reviewing business processes and ensuring thorough management oversight to improve sales efficiency, which has declined. Furthermore, in the Regional Revitalization and Tourism Solutions segment—where the deficit has been narrowing since the previous fiscal period—we will accelerate business growth by the launch of well-being business as a new business area at “THE PASONA natureverse retreat,” which opened this June on Awaji Island in Hyogo Prefecture.

Our full-year consolidated financial results forecasts for the fiscal year ending May 2027 is scheduled to be announced on July 15, 2026, along with our current fiscal year results.

- * 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. Should any revisions become necessary, we will announce them promptly.