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To whom it may concern:

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Notice Concerning Difference Between Consolidated Earnings Forecasts for the Six Months Ended September 30, 2025 and the Actual Results and Revisions to Consolidated Earnings Forecasts for the Fiscal Year Ending March 31, 2026

WILL GROUP, INC. (the “Company”) hereby announces that there were differences between the consolidated earnings forecasts for the six months ended September 30, 2025 that were announced on September 22, 2025 and the actual results that were announced today. In addition, in light of the most recent operating trends, the Company resolved at the meeting of the Board of Directors held today to revise the earnings forecasts for the fiscal year ending March 31, 2026. The details are as follows.

1. Difference between consolidated earnings forecasts for the six months ended September 30, 2025 and the actual results

	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)	70,500	1,100	1,010	715	725	31.65
Revised forecasts (B)	71,530	1,638	1,556	1,137	1,147	50.11
Change (B–A)	+1,030	+538	+546	+422	+422	
Change (%)	+1.5%	+49.0%	+54.1%	+59.1%	+58.3%	
(Reference) Actual results for the fiscal year ended March 31, 2025	70,323	1,009	867	503	506	22.22

2. Reason for difference

Revenue exceeded the previously announced earnings forecast due to the robust performance of permanent placements in Australia in the Overseas Working Business exceeding expectations.

Profit greatly exceeded the previously announced earnings forecast due to the robust performance of the Overseas Working Business as with revenue, as well as due to enhanced profitability of almost all domains in the Domestic Working Business, particularly the construction management engineer domain, which is the Group’s key focus area in the Medium-Term Management Plan “WILL-being 2026.”

3. Revisions to consolidated earnings forecasts for the fiscal year ending March 31, 2026
(from April 1, 2025 to March 31, 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)	140,400	2,750	2,580	1,720	1,730	75.53
Revised forecasts (B)	143,500	3,100	2,940	1,980	2,000	87.31
Change (B-A)	+3,100	+350	+360	+260	+270	
Change (%)	+2.2%	+12.7%	+14.0%	+15.1%	+15.6%	
(Reference) Actual results for the fiscal year ended March 31, 2025	139,705	2,338	2,177	1,141	1,155	50.64

4. Reason for revision

Revenue is expected to exceed the previous forecast due to the impact of a new consolidated subsidiary in the Domestic Working Business, as well as the robust performance of permanent placement in Australia and the steady expansion of temporary staffing in Singapore in the Overseas Working Business.

Profit is expected to exceed the previous forecast due to expectation that performance in the construction management engineer domain and sales outsourcing domain in the Domestic Working Business will remain steady, despite the increase in headquarters costs from the strengthening of IR measures.

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.