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To whom it may concern:

Company name for Startups, Inc.
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Notice Regarding Revision of Earnings Forecast

“for Startups, Inc.” (“the Company”) hereby announces that we have revised our consolidated earnings forecast for the fiscal year ending March 31, 2026, which was previously announced on November 6, 2025, as follows.

1. Revision to the Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2026 (April 1, 2025 – March 31, 2026)

	Net sales	Operating profit	Ordinary profit	Net income attributable to owners of parent	Basic earnings per share
Previously announced forecast (A)	Million yen 4,850	Million yen 850	Million yen 770	Million yen 610	Yen 92.41*
Currently revised forecast (B)	5,100	1,000	920	700	105.96
Change (B-A)	250	150	150	90	—
Change (%)	5.2	17.6	19.5	14.8	—
(Reference) Results for the fiscal year ended March 2025	3,693	452	449	353	49.80*

Notes: The Company conducted a 2-for-1 stock split of its common stock effective January 1, 2026. "Net income per share" for the previously announced forecast (A) and the results for the previous fiscal year are calculated based on the assumption that the said stock split was conducted at the beginning of the previous consolidated fiscal year.

2. Reason for the Revision of the Earnings Forecast

In the Human Capital business, the number of placements increased significantly due to improvements in the "number of placements per employee," which we prioritize as a productivity indicator. In addition, the average fee per placement remained at a high level. As a result, net sales and all levels of profit are expected to exceed the previously announced revised forecast.

(Note)

The earnings forecast contained in this document is based on information available as of the date of this announcement. Actual results may differ materially from these forecasts due to various factors. Should any events arise that are expected to have a significant impact on business performance, we will promptly disclose such information.