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July 12, 2024

To whom it may concern,

Listed company name	Pasona Group Inc.
Listing stock exchange:	Tokyo Stock Exchange Prime Market
Securities code number:	2168
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Notice on Difference between Consolidated Earnings Forecast and Actual Results for the Fiscal Year Ending May 31, 2024

Pasona Group Inc. announces that there is a difference between the consolidated earnings forecast for the fiscal year ending May 31, 2024, announced on February 8, 2024, and the actual results announced today.

1. Difference between Forecast and Actual Consolidated Business Results for the Fiscal Year Ending May 31, 2024 (From June 1, 2023 to May 31, 2024)

(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 February 8, 2024	370,000	10,000	10,000	100,000	2,552.53
Actual results (B)	356,733	6,794	7,152	95,891	2,447.56
Change (B-A)	(13,267)	(3,206)	(2,848)	(4,109)	
Change (%)	(3.6)	(32.1)	(28.5)	(4.1)	
Reference: Actual results for the previous fiscal year	372,579	14,377	15,366	6,099	155.70

2. Reason for the difference:

The actual results fell short of the plan for the following reasons, etc. In the Outsourcing segment, there was an increase in subsidy expenditures due to increased use of employee benefit services toward the end of the period and an increase in system-related expenses, and in the Career Solutions segment, the number of contracts in the Placement / Recruiting business was weaker than expected. In addition, in the Outplacement business, although demand is expanding, the start of some services has been delayed and sales will not be recorded until the fiscal year ending May 31, 2025.