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To whom it may concern:

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Notice of Revision of Full-Year Earnings Forecast

Based on recent business performance trends, we hereby announce that we have revised our full-year earnings forecast announced on February 14, 2025, as follows.

1. Revision of consolidated earnings forecast(January 1, 2025 - December 31, 2025)

	Net sales	Operating income	Ordinary income	Profit attributable to owners of Parent	Net income per share
Previously announced forecast(A)	Millions of yen 23,600	Millions of yen 3,000	Millions of yen 3,000	Millions of yen 2,080	Yen 127.64
Revised forecast (B)	23,000	2,700	2,700	1,868	115.82
Change (B-A)	△600	△300	△300	△212	-
Change (%)	△2.5	△10.0	△10.0	△10.2	-

2. Reason for revision

In response to intensifying competition for talent, which has led to a review of the number of PMO consultants, we have revised the consolidated earnings forecast announced on February 14, 2025.

As countermeasures for the second half and beyond, we will focus on “quality enhancement” and “retaining talent”, strengthening and streamlining sales operations (building strong relationships and deepening ties with key customers), and a comprehensive review of recruitment strategies (referrals, direct hiring, branding, etc.), aiming for sustainable growth in the coming fiscal year and beyond.

3. Dividend Forecasts

Although we have revised our full-year earnings forecast downward, the net sales and profits at each level continue to grow, and the year-end dividend remains unchanged from the initial forecast of ¥32 per share. However, the dividend payout ratio for the full year is expected to be 27.6% as a result of downward revision.

*The above forecasts are based on information available at the date of the announcement, and actual results may differ from the forecasts due to various factors.