

To Whom It May Concern

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Notice Regarding the Medium-Term Management Plan

Our group hereby announce that we have revised the quantitative targets of the medium-term management plan (rolling basis) covering the three fiscal years from 2026 to 2028, as described below

1. Medium-Term Management Plan Financial Targets (Consolidated)

Since its founding in 1968, our group has steadily grown as a trusted partner supporting Japanese manufacturing. Alongside the qualitative five-year vision goals established at inception, we have positioned and disclosed the three-year quantitative targets, known as the "Rolling Plan," as part of our medium-term management plan.

(Millions of yen)

	FY 2025 forecasts	FY 2025 Actuals	FY 2026 forecasts	FY 2027 Plan	FY 2028 Plan
Net sales	52,700	52,649	55,500	59,000	61,500
Operating profit	5,400	5,397	5,700	6,000	6,250
Ordinary profit	5,500	5,543	5,800	6,100	6,350
Profit attributable to owners of parent	3,700	3,981	3,900	4,100	4,300
ROE	20% or more	22.1%	20% or more	20% or more	20% or more

※The above financial targets will be reviewed and updated annually based on performance and challenges.

2. Basic Policies and Key Initiatives of the Medium-Term Management Plan

Our Group has positioned the 12th five-year plan, covering the period from July 2023 to June 2028, as the qualitative goals of the Medium-Term Management Plan and is committed to the

“Taking on the Challenge of Becoming a Partner in a Co-Creating Society by Utilizing Technology,”.

●Five-Year Plan

『“Taking on the Challenge of Becoming a Partner in a Co-Creating Society by Utilizing Technology,”』

- ① Create sustainable competitive advantages in the outsourcing market
- ② Create new earnings pillars
- ③ Contribute to creating a sustainable, prosperous society
- ④ Employ digitization to foster an organization/climate in which diverse human resources thrive

Note:

1. The contents of this document have been prepared based on information available at the time and certain assumptions, and do not guarantee or promise the achievement of the stated numerical targets, initiatives, or other items. Future business results may differ from the contents of this document due to various factors.
2. This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Altech Co., Ltd.