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May 14, 2026

Consolidated Financial Results for the Three Months Ended March 31, 2026 (Under Japanese GAAP)

Company name: ONE CAREER Inc.
 Listing: Tokyo Stock Exchange
 Securities code: 4377
 URL: <https://onecareer.co.jp/ir-en/>
 Representative: Takashi Miyashita, Representative Director and CEO
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 Scheduled date to commence dividend payments: —
 Preparation of supplementary material on financial results: Yes
 Holding of financial results briefing: Yes (Video of the briefing session is scheduled to be posted on the Company's website)

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Consolidated financial results for the three months ended March 31, 2026 (from January 1, 2026 to March 31, 2026)

(1) Consolidated operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Three months ended								
March 31, 2026	2,206	—	663	—	671	—	463	—
March 31, 2025	—	—	—	—	—	—	—	—

Note: Comprehensive income For the three months ended March 31, 2026: ¥463 million [—%]
 For the three months ended March 31, 2025: ¥— million [—%]

	Basic earnings per share	Diluted earnings per share
Three months ended	Yen	Yen
March 31, 2026	25.26	24.99
March 31, 2025	—	—

Note: Since the Company began to prepare Consolidated Financial Statements from the fiscal year ended December 31, 2025, figures for three months ended March 31, 2025 and changes from the previous corresponding period are not stated.

(2) Consolidated financial position

	Total assets	Net assets	Equity-to-asset ratio
As of	Millions of yen	Millions of yen	%
March 31, 2026	9,117	5,540	60.7
December 31, 2025	7,986	5,516	69.1

Reference: Equity
 As of March 31, 2026: ¥5,531 million
 As of December 31, 2025: ¥5,516 million

2. Cash dividends

	Annual dividends per share				
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended December 31, 2025	—	0.00	—	25.00	25.00
Fiscal year ending December 31, 2026	—				
Fiscal year ending December 31, 2026 (Forecast)		0.00	—	34.00	34.00

Note: Revisions to the forecast of cash dividends most recently announced: None

3. Forecast of Financial Results for the Fiscal Year Ending December 31, 2026 (from January 1, 2026 to December 31, 2026)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	10,500	38.6	3,000	41.0	2,998	40.1	2,123	41.5	115.76

Note: Revisions to the forecast of performance most recently announced: None

* **Notes**

- (1) Significant changes in the scope of consolidation during the period: None
- (2) Adoption of accounting treatment specific to the preparation of quarterly consolidated financial statements:
Yes
- (3) Changes in accounting policies, changes in accounting estimates, and restatement
- (i) Changes in accounting policies due to revisions to accounting standards and other regulations: None
 - (ii) Changes in accounting policies due to other reasons: None
 - (iii) Changes in accounting estimates: None
 - (iv) Restatement: None
- (4) Number of issued shares (common shares)

- (i) Total number of issued shares at the end of the period (including treasury shares)

As of March 31, 2026	18,368,940 shares
As of December 31, 2025	18,351,510 shares

- (ii) Number of treasury shares at the end of the period

As of March 31, 2026	6,411 shares
As of December 31, 2025	5,811 shares

- (iii) Average number of shares outstanding during the period (cumulative from the beginning of the fiscal year)

Three months ended March 31, 2026	18,361,246 shares
Three months ended March 31, 2025	17,872,637 shares

Note: The Company conducted a 3-for-1 split of the Company's common stock on March 16, 2025. "Total number of issued shares at the end of the period," "Number of treasury shares at the end of the period," and "Average number of shares outstanding during the period" are calculated as if the share split had occurred at the beginning of the previous consolidated fiscal year.

- * Review of the Japanese-language originals of the attached consolidated quarterly financial statements by certified public accountants or an audit firm: None

- * Proper use of earnings forecasts, and other special matters
(Notes on forward-looking statements)

The earnings outlook and other forward-looking statements contained in this document are based on information currently available and certain assumptions that are thought to be reasonable by the Company. Accordingly, such statements should not be construed as a guarantee of achieving the results by the Company. Actual financial results and the like may differ materially due to various factors.

(Changing the display unit of the amount)

The amounts of items and other items displayed in the Company's quarterly consolidated financial statements were previously stated in units of 1 thousand yen, but have been changed to units of 1 million yen from the first quarter consolidated accounting period and the consolidated cumulative period of the current 1st quarter. In order to facilitate comparisons, the consolidated cumulative period of the previous consolidated fiscal year has also been reclassified into units of 1 million yen.

Consolidated Financial Statements

(1) Quarterly Consolidated Balance Sheets

(Millions of yen)

	Previous fiscal year (As of December 31, 2025)	First quarter of Current fiscal year (As of March 31, 2026)
Assets		
Current assets		
Cash and deposits	6,124	6,764
Accounts receivable – trade	309	710
Inventories	4	8
Other	127	165
Total current assets	6,565	7,648
Non-current assets		
Property, plant and equipment	270	282
Intangible assets		
Goodwill	64	61
Other	345	389
Total intangible assets	410	451
Investments and other assets		
Investment securities	166	166
Deferred tax assets	190	189
Other	382	378
Total investments and other assets	739	735
Total non-current assets	1,420	1,468
Total assets	7,986	9,117
Liabilities		
Current liabilities		
Accounts payable – trade	65	71
Short-term borrowings	100	100
Lease liabilities	11	17
Income taxes payable	517	205
Contract liabilities	957	2,430
Provision for bonuses	37	138
Other	757	576
Total current liabilities	2,446	3,541
Non-current liabilities		
Lease liabilities	23	36
Total non-current liabilities	23	36
Total liabilities	2,469	3,577
Net assets		
Shareholders' equity		
Share capital	54	59
Capital surplus	1,691	1,696
Retained earnings	3,772	3,777
Treasury shares	(0)	(0)
Total shareholders' equity	5,516	5,531
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	(0)	(0)
Total accumulated other comprehensive income	(0)	(0)
Share acquisition rights	–	8
Total net assets	5,516	5,540
Total liabilities and net assets	7,986	9,117

(2) Quarterly Consolidated Statement of Income and Consolidated Statement of Comprehensive Income
Consolidated Statement of Income

(Millions of yen)

	Three months ended March 31, 2026
Net sales	2,206
Cost of sales	245
Gross profit	1,960
Selling, general and administrative expenses	1,297
Operating profit	663
Non-operating income	
Interest income	8
Other	1
Total non-operating income	9
Non-operating expenses	
Interest expenses	0
Loss on amortization of restricted stock remuneration	0
Other	0
Total non-operating expenses	0
Ordinary profit	671
Profit before income taxes	671
Income taxes	207
Income taxes-deferred	0
Total income taxes	208
Profit	463
Profit attributable to owners of parent	463

Consolidated Statement of Comprehensive Income

(Millions of yen)

	Three months ended March 31, 2026
Profit	463
Other comprehensive income	
Valuation difference on available-for-sale securities	—
Total other comprehensive income	—
Comprehensive income	463
Comprehensive income attributable to	
Comprehensive income attributable to owners of parent	463
Comprehensive income attributable to non-controlling interests	—