Note: 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.

August 13, 2026

Consolidated Financial Results for the Six Months Ended June 30, 2026 (Under Japanese GAAP)

Company name: ONE CAREER Inc.
Listing: Tokyo Stock Exchange
Securities code: 4377
URL: https://onecareer.co.jp/en/ir/
Representative: Takashi Miyashita, Representative Director and CEO
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Telephone: +81-3-6416-4088
Scheduled date to file semi-annual securities report: August 13, 2026
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 six months ended June 30, 2026 (from January 1, 2026 to June 30, 2026)

(1) Consolidated operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
Six months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
June 30, 2026	5,809	—	2,372	—	2,390	—	1,656	—
June 30, 2025	—	—	—	—	—	—	—	—

Note: Comprehensive income For the six months ended June 30, 2026: ¥1,656 million [—%]
For the six months ended June 30, 2025: ¥— million [—%]

	Basic earnings per share	Diluted earnings per share
Six months ended	Yen	Yen
June 30, 2026	90.13	89.25
June 30, 2025	—	—

Note: Since the Company began to prepare consolidated financial statements from the fiscal year ended December 31, 2025, figures for the six months ended June 30, 2025, year-on-year changes for that period, and year-on-year changes for the six months ended June 30, 2026 are not stated.

(2) Consolidated financial position

	Total assets	Net assets	Equity-to-asset ratio
As of	Millions of yen	Millions of yen	%
June 30, 2026	11,261	6,818	60.3
December 31, 2025	7,986	5,516	69.1

Reference: Equity
As of June 30, 2026: ¥6,787 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	—	0.00			
Fiscal year ending December 31, 2026 (Forecast)			—	35.00	35.00

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	11,000	45.2	3,100	45.7	3,113	45.5	2,151	43.3	116.98

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 semi-annual 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 June 30, 2026	18,435,940 shares
As of December 31, 2025	18,351,510 shares

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

As of June 30, 2026	7,023 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)

Six months ended June 30, 2026	18,379,505 shares
Six months ended June 30, 2025	17,916,367 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.

* Semi-annual financial results reports are exempt from review conducted by certified public accountants or an audit firm.

* 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 semi-annual consolidated financial statements were previously stated in units of 1 thousand yen, but have been changed to units of 1 million yen from the current semi-annual consolidated accounting period.
In order to facilitate comparisons, the amounts for the previous consolidated fiscal year are also stated in units of 1 million yen.

Semi-Annual Consolidated Financial Statements

(1) Semi-Annual Consolidated Balance Sheets

(Millions of yen)

	Previous fiscal year (As of December 31, 2025)	Current Semi-Annual Period (As of June 30, 2026)
Assets		
Current assets		
Cash and deposits	6,124	9,071
Accounts receivable – trade	309	457
Inventories	4	15
Other	127	210
Total current assets	6,565	9,755
Non-current assets		
Property, plant and equipment	270	274
Intangible assets		
Goodwill	64	59
Other	345	432
Total intangible assets	410	492
Investments and other assets		
Investment securities	166	172
Deferred tax assets	190	184
Other	382	382
Total investments and other assets	739	739
Total non-current assets	1,420	1,506
Total assets	7,986	11,261
Liabilities		
Current liabilities		
Accounts payable – trade	65	105
Short-term borrowings	100	100
Lease liabilities	11	18
Income taxes payable	517	725
Contract liabilities	957	2,561
Provision for bonuses	37	55
Other	757	840
Total current liabilities	2,446	4,406
Non-current liabilities		
Lease liabilities	23	36
Total non-current liabilities	23	36
Total liabilities	2,469	4,442
Net assets		
Shareholders' equity		
Share capital	54	51
Capital surplus	1,691	1,766
Retained earnings	3,772	4,969
Treasury shares	(0)	(0)
Total shareholders' equity	5,516	6,787
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	(0)	(0)
Total accumulated other comprehensive income	(0)	(0)
Share acquisition rights	—	31
Total net assets	5,516	6,818
Total liabilities and net assets	7,986	11,261

(2) Semi-Annual Consolidated Statement of Income and Consolidated Statement of Comprehensive Income

Consolidated Statement of Income

(Millions of yen)

	Six months ended June 30, 2026
Net sales	5,809
Cost of sales	626
Gross profit	5,183
Selling, general and administrative expenses	2,810
Operating profit	2,372
Non-operating income	
Interest income	16
Other	3
Total non-operating income	19
Non-operating expenses	
Interest expenses	0
Loss on investments in investment partnerships	0
Loss on amortization of restricted stock remuneration	0
Other	0
Total non-operating expenses	1
Ordinary profit	2,390
Profit before income taxes	2,390
Income taxes	727
Income taxes-deferred	5
Total income taxes	733
Profit	1,656
Profit attributable to owners of parent	1,656

Consolidated Statement of Comprehensive Income

(Millions of yen)

	Six months ended June 30, 2026
Profit	1,656
Other comprehensive income	
Valuation difference on available-for-sale securities	(0)
Total other comprehensive income	(0)
Comprehensive income	1,656
Comprehensive income attributable to	
Comprehensive income attributable to owners of parent	1,656
Comprehensive income attributable to non-controlling interests	—

(3) Semi-Annual Consolidated Statements of Cash Flows

(Millions of yen)

	Six months ended June 30, 2026
Cash flows from operating activities	
Profit before income taxes	2,390
Depreciation	81
Amortization of goodwill	4
Interest and dividend income	(16)
Interest expenses	0
Share-based payment expenses	50
Loss (gain) on investments in investment partnerships	0
Decrease (increase) in trade receivables	(148)
Decrease (increase) in inventories	(11)
Increase (decrease) in trade payables	40
Increase (decrease) in contract liabilities	1,603
Increase (decrease) in accounts payable - other	85
Other, net	(33)
Subtotal	4,048
Interest and dividends received	17
Interest paid	(0)
Income taxes paid	(520)
Net cash provided by (used in) operating activities	3,544
Cash flows from investing activities	
Purchase of property, plant and equipment	(1)
Purchase of intangible assets	(148)
Purchase of investment securities	(5)
Payments of leasehold and guarantee deposits	(1)
Proceeds from refund of leasehold and guarantee deposits	0
Net cash provided by (used in) investing activities	(155)
Cash flows from financing activities	
Purchase of treasury shares	(0)
Dividends paid	(458)
Repayments of lease liabilities	(8)
Proceeds from exercise of employee share options	24
Proceeds from issuance of share acquisition rights	0
Net cash provided by (used in) financing activities	(441)
Effect of exchange rate change on cash and cash equivalents	—
Net increase (decrease) in cash and cash equivalents	2,947
Cash and cash equivalents at beginning of period	6,124
Cash and cash equivalents at end of period	9,071