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.

Non-consolidated Financial Results for the Fiscal Year Ended September 30, 2026 (Under Japanese GAAP)

November 12, 2026

Company name:	ROXX, Inc.
Stock exchange listings:	Tokyo Stock Exchange
Stock code:	241A
URL:	https://roxx.co.jp
Representative:	Taro Nakajima, Representative Director and Chief Executive Officer
Contact:	Toshiki Takase, Executive Officer and Chief Administrative Officer
TEL:	+81-3-6777-7070
Scheduled date for ordinary general meeting of shareholders:	December 23, 2026
Scheduled date for dividend payment:	-
Scheduled date for submission of securities report:	December 22, 2026
Supplementary materials for financial summaries:	Yes
Financial results briefing:	Yes

(Amounts of less than one million yen are rounded down.)

1. Non-consolidated Financial Results for the Fiscal Year Ended September 30, 2026 (from October 01, 2025 to September 30, 2026)

(1) Operating results

(Percentages indicate YoY changes)

	Net sales		Operating profit (loss)		Ordinary profit (loss)		Profit (loss)	
Fiscal year ended	Million yen	%	Million yen	%	Million yen	%	Million yen	%
September 30, 2026	5,023	11.3	64	-	(37)	-	25	(97.6)
September 30, 2025	4,513	29.8	(721)	-	(767)	-	1,051	-

	Basic earnings per share	Diluted earnings per share	Rate of return on equity	Ordinary profit (loss) to total assets ratio	Operating profit (loss) to net sales ratio
Fiscal year ended	Yen	Yen	%	%	%
September 30, 2026	3.49	3.47	1.3	(0.7)	1.3
September 30, 2025	144.55	141.56	73.6	(16.5)	(16.0)

(2) Financial positions

	Total assets	Net assets	Equity-to-asset ratio	Net assets per share
As of	Million yen	Million yen	%	Yen
September 30, 2026	4,808	2,004	41.2	272.27
September 30, 2025	5,625	1,955	34.7	268.68

(Reference) Owner's equity: Fiscal year ended September 30, 2026: 1,982 million yen; Fiscal year ended September 30, 2025: 1,954 million yen

(3) Cash flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and equivalents, end of period
Fiscal year ended	Million yen	Million yen	Million yen	Million yen
September 30, 2026	(898)	(593)	(569)	1,968
September 30, 2025	(1,023)	1,669	788	4,030

2. Cash dividends

	Annual dividends per share					Total dividends (Total)	Payout ratio	Ratio of distributions to net assets
	End of the first quarter	End of the second quarter	End of the third quarter	Fiscal year-end	Total			
	Yen	Yen	Yen	Yen	Yen	Million yen	%	%
Fiscal year ended September 30, 2025	-	0.00	-	0.00	0.00	-	-	-
Fiscal year ended September 30, 2026	-	0.00	-	0.00	0.00	-	-	-
Fiscal year ending September 30, 2027 (Forecast)	-	0.00	-	0.00	0.00		-	

3. Non-consolidated Earnings Forecasts for the Fiscal Year Ending September 30, 2027 (from October 01, 2026 to September 30, 2027)

(Percentages indicate YoY changes)

	Net sales		Operating profit (loss)		Ordinary profit (loss)		Profit (loss)		Basic earnings per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Fiscal year ending September 30, 2027	6,040	20.2	86	32.5	44	-	39	53.3	5.35

※ Notes

(1) Changes in accounting policies, Changes in accounting estimates, Retrospective restatement

(i) Changes in accounting policies based on revisions of accounting standard	:	None
(ii) Changes in accounting policies other than (i)	:	None
(iii) Changes in accounting estimates	:	None
(iv) Retrospective restatement	:	None

(2) Number of shares issued (Common stock)

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

As of September 30, 2026	7,283,170 shares
As of September 30, 2025	7,273,170 shares

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

As of September 30, 2026	- shares
As of September 30, 2025	- shares

(iii) Average number of shares outstanding during the period

Fiscal year ended September 30, 2026	7,279,060 shares
Fiscal year ended September 30, 2025	7,273,170 shares

※ The financial results summary is not subject to an audit by a certified public accountant or audit corporation.

※ Explanation regarding the appropriate use of Forecasts, Other matters of note

The forward-looking statements, including performance forecasts, described in this document are based on information currently available to the Company and certain assumptions that it deems reasonable. Actual performance, etc., may differ significantly due to various factors. For the conditions underlying Forecasts and precautions regarding the use of Forecasts, please refer to “1. Overview of Operating Results, etc. (4) Future outlook” on page 3 of the attached materials.

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1. Overview of Operating Results, etc.

(1) Overview of Operating Results for the Current Fiscal Year

During the Current fiscal year, Japan's economy remained on a moderate recovery trend, with the employment environment continuing to improve and, despite the impact of rising prices on income conditions, signs of a recovery in personal consumption. Meanwhile, the outlook remains uncertain due to volatility in the financial and capital markets and concerns about a downturn in the global economy.

In the human resources services market, which is our principal business area, companies' recruitment demand has remained firm against the backdrop of a structural labor shortage, and job seekers have also shown increasing motivation to change jobs.

Under these circumstances, we have operated the job-change platform for non-desk workers, “Z Career,” with the mission of “creating turning points in the era.”

During the Current fiscal year, we proceeded to concentrate management resources on our core "Z Career" service and focused on improving matching accuracy and optimizing the recruitment process by leveraging AI technology.

As a result, net sales for the current fiscal year amounted to 5,023,488 thousand yen (an increase of 11.3% year on year), and operating profit amounted to 64,893 thousand yen (compared with an operating loss of 721,927 thousand yen in the previous fiscal year). On the other hand, mainly due to the recording of a penalty fee of 58,000 thousand yen associated with the relocation of the head office as non-operating expenses in the second quarter, ordinary loss amounted to 37,387 thousand yen (compared with an ordinary loss of 767,152 thousand yen in the previous fiscal year). In addition, as a result of recording an income taxes refund of 67,913 thousand yen through the carryback of tax losses, profit amounted to 25,439 thousand yen (a decrease of 97.6% year on year). Profit for the previous fiscal year included a gain on sale of shares of subsidiaries and associates of 1,940,916 thousand yen.

Furthermore, differences have arisen between the full-year earnings forecast announced on November 11, 2025 and the actual results for the current fiscal year. For details, please refer to the “Notice Regarding Differences between Full-Year Earnings Forecast and Actual Results” (available in Japanese only) released today (November 12, 2026).

As the Company operates in a single HR tech business segment, information on business results by segment is not provided.

(2) Overview of Financial Position for the Current Fiscal Year

(Assets)

Total assets at the end of the current fiscal year amounted to 4,808,011 thousand yen (a decrease of 817,342 thousand yen from the end of the previous fiscal year).

Current assets were 3,884,538 thousand yen (a decrease of 1,393,789 thousand yen compared with the end of the previous fiscal year). This was mainly due to a decrease of 2,062,020 thousand yen in cash and deposits resulting from expenditures for cash flows from operating activities, repayment of long-term borrowings and acquisition of investment securities, etc., and a decrease of 258,485 thousand yen in operating accounts receivable, although accounts receivable - trade increased by 826,020 thousand yen.

Non-current assets were 923,472 thousand yen (an increase of 576,446 thousand yen compared with the end of the previous fiscal year). This was mainly due to Leasehold and guarantee deposits decreasing by 100,533 thousand yen in connection with the relocation of the head office, while Property, plant and equipment increased by 186,026 thousand yen, Investment securities increased by 255,000 thousand yen, and Software and Software in progress increased by a total of 235,892 thousand yen in connection with the same relocation.

(Liabilities)

Total liabilities as of the end of the current fiscal year amounted to 2,803,460 thousand yen (a decrease of 866,665 thousand yen compared with the previous fiscal year-end).

Current liabilities were 2,227,144 thousand yen (a decrease of 462,032 thousand yen compared with the end of the previous fiscal year). This was mainly due to a decrease of 473,298 thousand yen in operating accounts payable, a decrease of 168,964 thousand yen in current portion of long-term borrowings, and a decrease of 114,868 thousand yen in income taxes payable, although accounts payable - trade increased by 242,831 thousand yen.

Non-current liabilities were 576,316 thousand yen (a decrease of 404,633 thousand yen compared with the end of the previous fiscal year). This was due to Long-term borrowings decreasing by 404,633 thousand yen as a result of transfers to Current portion of long-term borrowings, despite the execution of new borrowings of 1,000,000 thousand yen.

(Net assets)

Net assets at the end of the current fiscal year amounted to 2,004,550 thousand yen (an increase of 49,323 thousand yen compared with the end of the previous fiscal year). This was mainly due to the recording of profit of 25,439 thousand yen and an increase of 20,484 thousand yen in share acquisition rights. In the current fiscal year, a capital reduction and deficit disposition were implemented, in which share capital of 634,443 thousand yen and legal capital surplus of 881,754 thousand yen were transferred to other capital surplus, thereby covering the deficit of 1,516,197 thousand yen in retained earnings brought forward.

(3) Overview of Cash Flows for the Current Fiscal Year

Cash and cash equivalents (hereinafter, "funds") as of the end of the current fiscal year amounted to 1,968,155 thousand yen (a decrease of 2,062,020 thousand yen compared with the end of the previous fiscal year). The Cash flows during the current fiscal year and their factors are as follows.

(Cash flows from operating activities)

Net cash used in operating activities was 898,638 thousand yen (compared with 1,023,646 thousand yen used in the previous fiscal year). This was mainly due to loss before income taxes of 37,362 thousand yen, an increase in trade receivables of 827,307 thousand yen associated with increased transactions, a decrease in operating accounts payable of 473,298 thousand yen, and income taxes paid of 122,801 thousand yen, while there was a decrease in operating accounts receivable of 258,485 thousand yen. In addition, the Company recorded operating profit of 64,893 thousand yen for the current fiscal year, and the negative cash flow from operating activities is recognized as being attributable to a temporary increase in working capital associated with business growth and one-time tax payments.

(Cash flows from investing activities)

Net cash used in investing activities was 593,548 thousand yen (compared with 1,669,961 thousand yen provided in the previous fiscal year). This was mainly due to purchase of investment securities of 255,000 thousand yen, purchase of intangible assets of 241,119 thousand yen, and purchase of property, plant and equipment of 212,690 thousand yen, while there were proceeds from refund of leasehold and guarantee deposits of 112,280 thousand yen.

(Cash flows from financing activities)

Net cash used in financing activities was 569,834 thousand yen (compared with 788,905 thousand yen provided in the previous fiscal year). This was mainly due to repayments of long-term borrowings of 1,573,597 thousand yen, while there were proceeds from long-term borrowings of 1,000,000 thousand yen.

(4) Future outlook

With regard to the outlook for the fiscal year ending September 30, 2027, the Company expects net sales of 6,040 million yen (an increase of 20.2% year on year), operating profit of 86 million yen (an increase of 32.5% year on year), ordinary profit of 44 million yen (ordinary loss of 37 million yen in the previous fiscal year), and profit of 39 million yen (an increase of 53.3% year on year).

With regard to net sales, the Company expects growth in revenue from in-house recruitment placements as the career advisors added during the current fiscal year become fully productive, as well as an increase in referral revenue from partners. In the AI and FDE areas, while factoring in the decline in reaction to one-off sales recorded in the previous fiscal year, the Company will continue to build up recurring revenue.

In addition, the Company plans to make growth investments in recruitment, advertising, etc. ahead of time in the first half and to accelerate monetization toward the second half.

The above Forecasts are based on information available as of the date of announcement of this document and certain assumptions deemed reasonable, and are not intended to constitute a commitment by the Company to achieve them. In addition, actual results, etc. may differ significantly due to various factors.

2. Basic approach to the selection of accounting standards

In consideration of comparability among companies, the Company applies Japanese accounting standards.

3. Financial Statements and Major Notes

(1) Balance sheet

(Unit: Thousands of yen)

	As of September 30, 2025	As of September 30, 2026
Assets		
Current assets		
Cash and deposits	4,030,176	1,968,155
Accounts receivable - trade	678,308	1,504,329
Operating accounts receivable	364,856	106,370
Advance payments to suppliers	47,244	75,597
Prepaid expenses	166,201	118,082
Other	5,876	133,886
Allowance for doubtful accounts	(14,337)	(21,883)
Total current assets	5,278,327	3,884,538
Non-current assets		
Property, plant and equipment		
Buildings	15,679	124,311
Tools, furniture and fixtures	69,550	158,503
Accumulated depreciation	(85,230)	(96,788)
Total property, plant and equipment	-	186,026
Intangible assets		
Software	-	107,697
Software in progress	-	128,194
Total intangible assets	-	235,892
Investments and other assets		
Investment securities	995	255,995
Leasehold and guarantee deposits	346,030	245,497
Long-term prepaid expenses	-	61
Distressed receivables	1,848	3,135
Allowance for doubtful accounts	(1,848)	(3,135)
Total investments and other assets	347,025	501,554
Total non-current assets	347,025	923,472
Total assets	5,625,353	4,808,011

(Unit: Thousands of yen)

	As of September 30, 2025	As of September 30, 2026
Liabilities		
Current liabilities		
Accounts payable - trade	-	242,831
Operating accounts payable	664,609	191,310
Current portion of long-term borrowings	1,373,897	1,204,933
Accounts payable - other	382,871	346,984
Income taxes payable	120,964	6,095
Accrued expenses	72,576	119,327
Contract liabilities	10,408	14,717
Accrued consumption taxes	30,681	56,702
Refund liability	27,402	38,705
Other	5,764	5,533
Total current liabilities	2,689,176	2,227,144
Non-current liabilities		
Long-term borrowings	980,950	576,316
Total non-current liabilities	980,950	576,316
Total liabilities	3,670,126	2,803,460
Net assets		
Shareholders' equity		
Share capital	644,443	11,700
Capital surplus		
Legal capital surplus	2,825,877	1,945,822
Total capital surplus	2,825,877	1,945,822
Retained earnings		
Other Retained earnings		
Retained earnings brought forward	(1,516,197)	25,439
Retained earnings total	(1,516,197)	25,439
Total shareholders' equity	1,954,122	1,982,962
Share acquisition rights	1,104	21,588
Total net assets	1,955,226	2,004,550
Total liabilities and net assets	5,625,353	4,808,011

(2) Statement of income

(Unit: Thousands of yen)

	Previous fiscal year (From October 1, 2024 to September 30, 2025)	Current fiscal year (From October 1, 2025 to September 30, 2026)
Net sales	4,513,177	5,023,488
Cost of sales	760,233	1,060,932
Gross profit	3,752,944	3,962,556
Selling, general and administrative expenses	4,474,871	3,897,663
Operating profit (loss)	(721,927)	64,893
Non-operating income		
Interest income	2,761	4,874
Subsidy income	16,985	5,100
Gain on sale of non-current assets	-	2,982
Point redemption income	2,007	891
Other	44	454
Total non-operating income	21,799	14,302
Non-operating expenses		
Interest expenses	67,024	58,480
Penalty fee	-	58,000
Other	0	103
Total non-operating expenses	67,024	116,584
Ordinary profit (loss)	(767,152)	(37,387)
Extraordinary income		
Gain on sale of shares of subsidiaries and associates	1,940,916	-
Gain on reversal of share acquisition rights	194	25
Total extraordinary income	1,941,110	25
Extraordinary losses		
Impairment losses	32,893	-
Total extraordinary losses	32,893	-
Profit (loss) before income taxes	1,141,064	(37,362)
Income taxes - current	89,701	5,111
Income taxes - refund	-	(67,913)
Total income taxes	89,701	(62,802)
Profit (loss)	1,051,362	25,439

(3) Statement of changes in equity

Previous fiscal year (From October 1, 2024 to September 30, 2025)

(Unit: Thousands of yen)

	Shareholders' equity			
	Share capital	Capital surplus		
		Legal capital surplus	Other Capital surplus	Capital surplus total
Balance at beginning of Current period	644,443	2,825,877	-	2,825,877
Changes during period				
Issuance of new shares	-	-	-	-
Profit (loss)	-	-	-	-
Capital reduction	-	-	-	-
Deficit disposition	-	-	-	-
Changes during period (net amount) for items other than Shareholders' equity	-	-	-	-
Total changes during period	-	-	-	-
Balance at end of Current period	644,443	2,825,877	-	2,825,877

	Shareholders' equity			Share acquisition rights	Total net assets
	Retained earnings		Total shareholders' equity		
	Other Retained earnings	Total Retained earnings			
	Retained earnings brought forward				
Balance at beginning of Current period	(2,567,560)	(2,567,560)	902,759	1,298	904,058
Changes during period					
Issuance of new shares	-	-	-	-	-
Profit (loss)	1,051,362	1,051,362	1,051,362	-	1,051,362
Capital reduction	-	-	-	-	-
Deficit disposition	-	-	-	-	-
Changes during period (net) for items other than Shareholders' equity	-	-	-	(194)	(194)
Total changes during period	1,051,362	1,051,362	1,051,362	(194)	1,051,168
Balance at end of current period	(1,516,197)	(1,516,197)	1,954,122	1,104	1,955,226

Current fiscal year (From October 1, 2025 to September 30, 2026)

(Unit: Thousands of yen)

	Shareholders' equity			
	Share capital	Capital surplus		
		Legal capital surplus	Other Capital surplus	Total capital surplus
Balance at beginning of current period	644,443	2,825,877	-	2,825,877
Changes during period				
Issuance of new shares	1,700	1,700	-	1,700
Profit (loss)	-	-	-	-
Capital reduction	(634,443)	(881,754)	1,516,197	634,443

Deficit disposition	-	-	(1,516,197)	(1,516,197)
Changes during period (net) in items other than Shareholders' equity	-	-	-	-
Total changes during period	(632,743)	(880,054)	-	(880,054)
Balance at end of Current period	11,700	1,945,822	-	1,945,822

	Shareholders' equity			Share acquisition rights	Total net assets
	Retained earnings		Total shareholders' equity		
	Other Retained earnings	Total retained earnings			
	Retained earnings brought forward				
Balance at beginning of current period	(1,516,197)	(1,516,197)	1,954,122	1,104	1,955,226
Changes during period					
Issuance of new shares	-	-	3,400	-	3,400
Profit (loss)	25,439	25,439	25,439	-	25,439
Capital reduction	-	-	-	-	-
Deficit disposition	1,516,197	1,516,197	-	-	-
Changes during period (net) for items other than Shareholders' equity	-	-	-	20,484	20,484
Total changes during period	1,541,636	1,541,636	28,839	20,484	49,323
Balance at end of current period	25,439	25,439	1,982,962	21,588	2,004,550

(4) Statement of cash flows

(Unit: Thousands of yen)

	Previous fiscal year (From October 1, 2024 to September 30, 2025)	Current fiscal year (From October 1, 2025 to September 30, 2026)
Cash flows from operating activities		
Profit (loss) before income taxes	1,141,064	(37,362)
Depreciation	20,322	30,552
Impairment losses	32,893	-
Interest income	(2,761)	(4,874)
Subsidy income	(16,985)	(5,100)
Penalty fee	-	58,000
Interest expenses	67,024	58,480
Loss (gain) on sale of shares of subsidiaries and associates	(1,940,916)	-
Loss (gain) on sale of fixed assets	-	(2,982)
Increase (decrease) in allowance for doubtful accounts	10,273	8,833
Decrease (increase) in trade receivables	(194,608)	(827,307)
Increase (decrease) in accounts payable - trade	-	242,831
Decrease (increase) in operating accounts receivable	(36,538)	258,485
Increase (decrease) in operating accounts payable	78,689	(473,298)
Increase (decrease) in accounts payable - other	60,497	(33,148)
Decrease (increase) in prepaid expenses	(82,056)	48,118
Decrease (increase) in advance payments to suppliers	(27,852)	(28,352)
Increase (decrease) in contract liabilities	20,588	4,308
Increase (decrease) in accrued expenses	(19,091)	46,750
Increase (decrease) in accrued consumption taxes	(77,960)	26,021
Other	(4,292)	(42,857)
Subtotal	(971,708)	(672,901)
Interest and dividends received	2,761	4,874
Payments of interest and guarantee fees	(67,267)	(54,910)
Amount of penalty paid	-	(58,000)
Subsidies received	15,315	5,100
Income taxes paid	(2,746)	(122,801)
Cash flows from operating activities	(1,023,646)	(898,638)
Cash flows from investing activities		
Purchase of property and equipment	(14,970)	(212,690)
Proceeds from sales of property and equipment	-	2,982
Purchase of intangible assets	-	(241,119)
Purchase of investment securities	-	(255,000)
Payments of leasehold and guarantee deposits	(267,843)	-
Proceeds from refund of leasehold and guarantee deposits	2,775	112,280
Proceeds from sale of shares of subsidiaries and associates	1,950,000	-
Cash flows from investing activities	1,669,961	(593,548)
Cash flows from financing activities		
Proceeds from long-term borrowings	1,400,000	1,000,000
Repayment of long-term borrowings	(602,537)	(1,573,597)
Proceeds from issuance of shares	-	3,400
Payments for issuance of shares	(8,557)	-
Proceeds from issuance of share acquisition rights	-	363
Cash flows from financing activities	788,905	(569,834)
Increase (decrease) in cash and cash equivalents	1,435,219	(2,062,020)

Cash and cash equivalents at the beginning of the period	2,594,956	4,030,176
Cash and cash equivalents at end of the period	4,030,176	1,968,155

(5) Notes to the Financial Statements

(Notes on Going Concern Assumption)

Not applicable.

(Additional information)

(Revenue recognition associated with revisions to the Terms of Use)

During the Current fiscal year, we revised the terms of use for the job-change platform “Z Career” for non-desk workers. Accordingly, of the success fees and recruitment administrative fees received from customers upon successful recruitment and recruitment support through “Z Career,” for transactions involving partner referral agencies, where we bear performance obligations as the principal providing recruitment and recruitment support services to recruiting companies in accordance with the contractual terms and service provision structure, we recognize the total consideration received from customers as revenue, while for all other transactions, we recognize revenue on a net basis as an agent.

For all transactions, it is determined that the basic performance obligation is satisfied upon confirmation that the job seeker has joined the recruiting company, and revenue is recognized at that time. In addition, amounts expected to be refunded in the future based on refund provisions, etc., are estimated based on past performance, etc., and recognized as Refund liability.

(Segment information, etc.)

[Segment Information]

Previous fiscal year (From October 1, 2024 to September 30, 2025)

As the Company operates in a single segment, the HR tech business, segment information is omitted.

Current fiscal year (From October 1, 2025 to September 30, 2026)

As the Company operates in a single segment, the HR tech business, segment information is omitted.

(Per-share information)

	Previous fiscal year (From October 1, 2024 to September 30, 2025)	Current fiscal year (From October 1, 2025 to September 30, 2026)
Net assets per share amount	268.68 yen	272.27 yen
Basic earnings per share	144.55 yen	3.49 yen
Diluted earnings per share	141.56 yen	3.47 yen

(Note) The basis for calculating Basic earnings per share and Diluted earnings per share is as follows.

	Previous fiscal year (From October 1, 2024 to September 30, 2025)	Current fiscal year (From October 1, 2025 to September 30, 2026)
Basic earnings per share		
Profit (loss) (thousand yen)	1,051,362	25,439
Amounts not attributable to common shareholders (thousand yen)	-	-
Profit attributable to common shares (thousand yen)	1,051,362	25,439
Average number of common shares outstanding during the period (shares)	7,273,170	7,279,060
Diluted earnings per share		
Profit (loss) adjustment (thousand yen)	-	-
Increase in common shares (shares)	153,796	51,915
(Of which, Share acquisition rights (shares))	(153,796)	(51,915)
Overview of potential shares not included in the calculation of Diluted earnings per share because they had no dilutive effect	-	3rd Share acquisition rights Number of Share acquisition rights 5 (25,000 common

		shares) 5th Share acquisition rights Number of Share acquisition rights 74,100 (74,100 common shares) 6th Share acquisition rights Number of Share acquisition rights 72,400 (72,400 common shares) 7th Share acquisition rights Number of Share acquisition rights 74,500 (74,500 common shares) 8th Share acquisition rights Number of Share acquisition rights 147,000 (147,000 common shares) 9th Share acquisition rights Number of Share acquisition rights 3,636 (363,600 common shares) In addition, the overview is as described in “Part 4 Status of the Filing Company 1 Status of Shares, etc. (2) Status of Share acquisition rights, etc.”

(Significant subsequent events)

Not applicable.