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November 12, 2026

To whom it may concern:

Company name: ONE CAREER Inc.
Representative: President and CEO Takashi Miyashita
(Code: 4377, TSE Growth Market)
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Notice Regarding Determination of Matters Related to Acquisition of Treasury Shares

(Acquisition of Treasury Shares Pursuant to the Provisions of the Articles of Incorporation in Accordance with Article 459, Paragraph 1 of the Companies Act)

ONE CAREER Inc. (the "Company") hereby announces that its Board of Directors, at a meeting held on November 12, 2026, resolved matters related to the acquisition of treasury shares pursuant to Article 459, Paragraph 1 of the Companies Act and Article 38 of the Company's Articles of Incorporation, as described below.

1. Reason for the acquisition of treasury shares

To implement a flexible capital policy that responds to changes in the business environment, thereby improving capital efficiency and enhancing shareholder returns.

2. Details of the acquisition

(1) Class of shares to be acquired	Common shares of the Company
(2) Total number of shares that may be acquired	Up to 552,000 shares (3.00% of the total number of shares issued, excluding treasury shares)
(3) Total acquisition cost	Up to ¥1,000 million
(4) Acquisition period	From November 13, 2026 to May 12, 2027
(5) Acquisition method	Market purchases on the Tokyo Stock Exchange under a discretionary trading agreement

(Reference) Treasury shares held as of September 30, 2026

Total number of shares issued (excluding treasury shares)	18,428,285 shares
Number of treasury shares	7,655 shares

End