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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 Revision of Dividend Forecast (Dividend Increase)

ONE CAREER Inc. (the "Company") hereby announces that its Board of Directors, at a meeting held on November 12, 2026, resolved to revise its year-end dividend forecast as described below.

1. Revision of the dividend forecast

	Dividend per share (yen)			Payout ratio
	End of Q2	Year-end	Total	
Previous forecast (announced on July 31, 2026)		35.00	35.00	29.9%
Revised forecast		47.00	47.00	40.2%
Results for the current fiscal year	0.00			
Results for the previous fiscal year (fiscal year ended December 31, 2025)	0.00	25.00	25.00	30.0%

2. Reason for the revision

The Company regards the return of profits to its shareholders as one of its important management priorities. Its basic policy is to pay stable and continuous dividends while securing the internal reserves necessary for future business development and for strengthening its financial position.

In order to provide stable and continuous shareholder returns while securing funds for investment in business expansion and for maintaining a sound financial base, the Company had set a target dividend payout ratio of 30%. However, having comprehensively considered factors including its solid business performance and the status of its funding needs for the time being, the Company has decided to raise its target dividend payout ratio to 40%. Accordingly, the Company has revised its year-end dividend forecast for the current fiscal year to ¥47 per share, an increase of ¥12 from the previous forecast of ¥35.

The Company will continue to strive to provide appropriate returns to its shareholders, taking into account its business performance, financial position, and other factors.

End