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November 12, 2026

Consolidated Financial Results for the Nine Months Ended September 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 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 nine months ended September 30, 2026 (from January 1, 2026 to September 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	
Nine months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
September 30, 2026	7,785	—	2,838	—	2,873	—	1,991	—
September 30, 2025	—	—	—	—	—	—	—	—

Note: Comprehensive income For the nine months ended September 30, 2026: ¥1,991 million [—%]
For the nine months ended September 30, 2025: ¥— million [—%]

	Basic earnings per share	Diluted earnings per share
Nine months ended	Yen	Yen
September 30, 2026	108.23	107.23
September 30, 2025	—	—

Note: Since the Company began to prepare consolidated financial statements from the fiscal year ended December 31, 2025, figures for the nine months ended September 30, 2025, year-on-year changes for that period, and year-on-year changes for the nine months ended September 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	%
September 30, 2026	12,281	7,175	58.0
December 31, 2025	7,986	5,516	69.1

Reference: Equity
As of September 30, 2026: ¥7,121 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)				47.00	47.00

Note: 1. Revisions to the forecast of cash dividends most recently announced: Yes

2. For details of the revision of the dividend forecast, please see “Notice Regarding Revision of Dividend Forecast (Dividend Increase)” released today (November 12, 2026).

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: Yes
Newly included: 2 companies (Company name) ZeroOne Brain Co., Ltd. and Kids Corporation Co., Ltd.
Excluded: － companies (Company name) －

(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 September 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 September 30, 2026	7,655 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)

Nine months ended September 30, 2026	18,396,062 shares
Nine months ended September 30, 2025	17,944,670 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.

Consolidated Financial Statements

(1) Quarterly Consolidated Balance Sheets

(Millions of yen)

	Previous fiscal year (As of December 31, 2025)	Third quarter of Current fiscal year (As of September 30, 2026)
Assets		
Current assets		
Cash and deposits	6,124	8,599
Accounts receivable - trade, and contract assets	309	508
Inventories	4	35
Other	127	221
Allowance for doubtful accounts	—	(0)
Total current assets	6,565	9,364
Non-current assets		
Property, plant and equipment	270	335
Intangible assets		
Goodwill	64	1,314
Other	345	486
Total intangible assets	410	1,800
Investments and other assets		
Investment securities	166	172
Deferred tax assets	190	182
Other	382	425
Total investments and other assets	739	780
Total non-current assets	1,420	2,916
Total assets	7,986	12,281
Liabilities		
Current liabilities		
Accounts payable – trade	65	156
Short-term borrowings	100	100
Current portion of long-term borrowings	—	100
Lease liabilities	11	20
Income taxes payable	517	620
Contract liabilities	957	2,293
Provision for bonuses	37	185
Other	757	1,206
Total current liabilities	2,446	4,683
Non-current liabilities		
Long-term borrowings	—	383
Lease liabilities	23	36
Other	—	2
Total non-current liabilities	23	422
Total liabilities	2,469	5,105
Net assets		
Shareholders' equity		
Share capital	54	51
Capital surplus	1,691	1,766
Retained earnings	3,772	5,304
Treasury shares	(0)	(0)
Total shareholders' equity	5,516	7,122
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	(0)	(0)
Total accumulated other comprehensive income	(0)	(0)
Share acquisition rights	—	53
Total net assets	5,516	7,175
Total liabilities and net assets	7,986	12,281

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

Consolidated Statement of Income

(Millions of yen)

	Nine months ended September 30, 2026
Net sales	7,785
Cost of sales	915
Gross profit	6,869
Selling, general and administrative expenses	4,031
Operating profit	2,838
Non-operating income	
Interest income	26
Commission income	8
Other	3
Total non-operating income	38
Non-operating expenses	
Interest expenses	2
Loss on investments in investment partnerships	0
Loss on amortization of restricted stock remuneration	0
Other	0
Total non-operating expenses	3
Ordinary profit	2,873
Profit before income taxes	2,873
Income taxes	874
Income taxes-deferred	7
Total income taxes	882
Profit	1,991
Profit attributable to owners of parent	1,991

Consolidated Statement of Comprehensive Income

(Millions of yen)

	Nine months ended September 30, 2026
Profit	1,991
Other comprehensive income	
Valuation difference on available-for-sale securities	(0)
Total other comprehensive income	(0)
Comprehensive income	1,991
Comprehensive income attributable to	
Comprehensive income attributable to owners of parent	1,991
Comprehensive income attributable to non-controlling interests	—