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[To whom it may concern]

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**Notice Regarding Q&A Session of
Financial Results Briefing for the First Quarter of the Fiscal Year Ending September 30, 2026**

ROXX, Inc. (the “Company”) hereby announces that it held a financial results briefing for the first quarter of the fiscal year ending September 30, 2026, on February 12, 2026

Please kindly see attachment for details.

Q&A Session of Financial Results Briefing for the First Quarter of the Fiscal Year Ending September 30, 202

Q1 (Mr. Akiyama, Mizuho Securities):

Could you explain the factors behind the modest growth rate of performance revenue in Q1 compared to the full-year growth forecast?

A1:

Regarding performance revenue in the first quarter, while external channels and recurring revenue were impacted by the dissolution of our alliance with Persol Career, we achieved a year-on-year growth rate of approximately 30%.

Sales growth via our proprietary channels was in line with Q1 guidance, primarily reflecting the restraint in hiring Career Advisors during the previous fiscal year. This is attributed to a net decrease of nine fully productive Career Advisors—those contributing to revenue after completing the roughly six-month training period—compared to the same period last year.

Conversely, productivity has improved year-on-year. As demonstrated by the growth rate in the number of candidate recommendations (a leading indicator), we are making steady progress. First-quarter progress is proceeding according to plan; we will continue to focus on hiring and training new personnel, projecting an acceleration in growth rates going forward.

Q2 (Mr. Tahara, Asset Management One):

As generative AI spreads rapidly, how do you see the non-desk recruitment sector changing?

A2:

As the "harmony between people and technology" accelerates in the labor market, we believe that defining the optimal balance between the two is the most critical issue for our business.

In the past, the application of technology has been limited to replacing "superficial matching." However, in the non-desk sector, "human relationship building" between job seekers and advisors is essential. If job seekers could identify the best job opportunities on their own, existing job boards would be sufficient, but that is not the reality. This is the core of the "value of human intervention."

Therefore, our priority for AI utilization is not to automate the processes on the job seeker's side, but to improve the efficiency and productivity of career advisors and remove biases in decision-making. This is the essence of the strategy we are currently pursuing.

Q3 (Mr. Kawai, fundnote):

Please tell us what has been achieved from Q4 to Q1 through the use of generative AI in career advisor (CA) operations.

A3:

Regarding the results of generative AI utilization in CA operations, I would like to cite four examples presented at this briefing:

Job Proposal Creation Tool: Based on past selection results on the platform and interview content, it not only summarizes the appeal of a job in an easy-to-understand manner but also automatically generates the reason for selecting that specific job with images. By reducing explanation time and increasing personalization, we have increased job seeker interest.

Automatic Document (Resume/CV) Creation Function: By automatically generating necessary documents from interviews and conversations, we have significantly reduced document preparation man-hours. This allows CAs to focus on their core task of engaging with job seekers.

AI Role-Playing Function: Our proprietary system has resolved issues such as a shortage of trainer resources and variations in skill levels. Efficiency in training and uniformity in quality are progressing; in the future, we aim for early monetization of new hires and external provision of this system.

Personal Recommendation Function: Based on vast amounts of data, the AI recommends jobs with a high probability of acceptance. In a pilot test with some new hires, the recommendation rate from interviews increased approximately five-fold.

Q4 (Mr. Kawai, fundnote):

Please explain the expected cycle for expanding career advisor hiring and sales per career advisor.

A4:

Regarding CA hiring and revenue generation, we follow a basic cycle of "making upfront investments and training in the first half of the year, and maximizing revenue in the second half."

The specific steps are as follows:

Training/Onboarding Period: We define the first six months after assignment as the training period. We concentrate hiring and assignment in the first half of the year, when demand is relatively stable, to focus on education.

Becoming Productive: For new graduate employees, we expect them to become fully productive from the first quarter of the following year after being assigned in the third quarter.

Current Fiscal Year Status: In the previous fiscal year, delays in the assignment of new graduates occurred due to the promotion of labor division, causing a slight shift in the cycle. However, we have now returned to the original cycle of "completing training in the first half and contributing fully to performance from the second half."

Q5 (Mr. Kawai, fundnote):

Please tell us about your efforts to reduce job seeker acquisition costs and when these effects are expected to be seen.

A5:

The Company is currently diversifying its acquisition channels, centered on SNS channels, to suppress job seeker acquisition costs.

The background to this is the challenge faced in the previous fiscal year, where advertising by competitors such as major recruitment firms intensified, causing temporary spikes in Cost Per Acquisition (CPA) on external media. To build a robust acquisition base that is not influenced by changes in the external environment, we are investing in SEO (organic traffic) as a medium- to long-term asset, in addition to SNS utilization.

The effects of these measures are expected to manifest gradually from the second half of this fiscal year through the next fiscal year as algorithms accumulate and content penetrates the market, contributing to a fundamental improvement in acquisition efficiency.

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