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[To whom it may concern]

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**Notice Regarding Q&A Session of
Q2 Financial Results Briefing for the Fiscal Year Ended September 30, 2025**

ROXX, Inc. (the Company) hereby announce the Q&A session of Q2 Financial Results Briefing for the Fiscal Year Ended September 30, 2025.

Please kindly see attachment for details.

Q&A Session of Q2 Financial Results Briefing for the Fiscal Year Ended September 30, 2025

Q1 (fundnote - Mr. Kawai):

What impact, if any, do you expect from the Trump administration's reciprocal tariff policies?

A1:

We are currently seeing no impact. Most of our key hiring companies operate in domestic-demand industries such as construction management, sales & service, so the impact of the Trump administration's tariff policies is expected to be limited. We also proactively avoid overdependence on any single industry or occupation. By diversifying hiring companies, we aim to mitigate potential risks from economic downturns or unforeseen events such as pandemics or political developments.

Q2 (Anonymous):

What is your strategy going forward for RPO?

A2:

We intend to approach RPO with discipline—limiting orders to key hiring companies with a proven hiring track record and capping RPO's share of Gross Merchandise Value (GMV) below a certain level. Also, we intend to continuously take orders to minimize the fluctuation of the financial impact going forward.

We are transitioning from a trial basis to the full-scale launch of orders from the third quarter onward for two main reasons:

- (1) Compared to our previous standard plans, RPO allows us to engage more deeply with hiring companies on strategic design and the selection process. This enables us not only to deliver greater value to hiring companies, but also to improve selection conversion rates. As a result, we are now in a position to expect an increase in the total amount of placement commissions and fees received from hiring companies upon successful placements across the platform, contributing to overall growth in GMV.

We have already achieved more than a 10% increase in commission & fee per placement through RPO sales.

Q3 (Anonymous):

What has been the turnover rate post relocation and team expansion (through segregation of duties)?

A3:

Last fiscal year the turnover rate was 13.0% and we anticipate a similar turnover rate this fiscal year, to reshuffle the structure of the company. This includes the turnover rate from the relocation and team expansion (through segregation of duties).

As a bench mark the industry-wide turnover rate is 15.4%.

Q4 (Yamawa Securities – Mr. Shimizu):

What is your full-year outlook for the fiscal year ending September 30, 2025? Also, do you anticipate any change in the mid to long term outlook?

A4:

At present, we are maintaining our full-year forecast for the fiscal year ending September 30, 2025. And anticipate no change in our mid to long term outlook. Performance in the second quarter fell short of expectations due to a decline in productivity following relocation and team expansion (through segregation of duties). We believe this was the correct management decision for the medium to long term. That said, we recognize that we underestimated the short-term downside risk and are carefully reflecting on that. Looking ahead, we expect to recover significantly with the full-scale launch of orders for Recruitment

Process Outsourcing (“RPO”) that have been on a trial basis. As such, we have not revised full-year forecast for the fiscal year.

Q5 (Asset Management One – Mr. Tahara):

Could you share your insights on current recruitment trends and the competitive environment in the non-desk worker segment?

A5:

Japan’s hiring market for non-desk workers remains strong. While the effective job openings ratio remains high on the employer side, the supply of labor is still limited, resulting in substantial increases in wages and commission & fee per placement. In response, employers are easing their hiring criteria to secure job seekers.

In addition, in the competitive environment, there were some cases where the entry of competitors was rumored at the time of the IPO, but no significant changes are observed in terms of acquiring job seekers, demand from hiring companies, or competition with other recruitment agencies during the selection process for job seekers.

Q6 (Mizuho Securities – Mr. Akiyama):

Would it be correct to anticipate that the financial outlook for Q3 onward is back on track to YoY 4-50% hyper growth standards?

A6:

Your understanding is correct. As per explained, the possibility of a revision in the full-year outlook for the fiscal year ending September 30, 2025 cannot be ruled out and depends on the May/June results, but we do anticipate the financial outlook for Q3 onward to be back on track with our original guidance.

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