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Non-consolidated Financial Results for the Three Months of the Fiscal Year Ending September 30, 2026 (Under Japanese GAAP)

February 12, 2026

Company name:	ROXX, inc.
Stock exchange listings:	Tokyo Stock Exchange
Stock code:	241A
URL:	https://roxx.co.jp
Representative:	Taro Nakajima, Representative Director and Chief Executive Officer
Contact:	Toshiki Takase, Chief Administrative Officer
TEL:	+81 3 6777 7070
Scheduled date for dividend payment:	None
Supplementary materials for financial summaries:	Yes
Financial results briefing:	Yes

(Amounts of less than one million yen are rounded down.)

1. Non-consolidated Financial Results for the Three Months of the Fiscal Year Ending September 30, 2026 (from October 01, 2025 to December 31, 2025)

(1) Operating results (Cumulative)

(Percentage indicate YoY changes)

	Net sales		Operating profit (loss)		Ordinary profit (loss)		Profit (loss)	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%
Three months ended								
December 31, 2025	926	(13.2)	(314)	-	(321)	-	(325)	-
December 31, 2024	1,066	-	(172)	-	(179)	-	(179)	-

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
Three months ended		
December 31, 2025	(44.71)	-
December 31, 2024	(24.72)	-

(Note) 1. Although there are potential shares for the first quarter of the fiscal year ending September 2025 and the first quarter of the fiscal year ending September 2026, diluted earnings per share are not stated because there is a quarterly net loss per share.

(2) Financial positions

	Total assets	Net assets	Equity-to-asset ratio
As of	Million yen	Million yen	%
December 31, 2025	4,058	1,632	40.1
September 30, 2025	5,625	1,955	34.7

(Reference) Owner's equity First quarter of the fiscal year ending September 2026: 1,628 million yen Fiscal year ended September 2025: 1,954 million yen

2. Cash dividends

	Annual dividends per share				
	End of first quarter	End of second quarter	At the end of the third quarter	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended September 30, 2025	-	0.00	-	0.00	0.00
Fiscal year ending September 30, 2026	-				
Fiscal year ending		0.00	-	0.00	0.00

September 30, 2026 (Forecast)					
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(Note) Presence or absence of revisions from the most recently announced dividend forecast: None

3. Non-consolidated Earnings Forecasts for the Fiscal Year Ending September 30, 2026 (from October 01, 2025 to September 30, 2026)

(Percentages indicate YoY changes)

	Net sales		Operating profit (loss)		Ordinary profit (loss)		Profit (loss)		Basic earnings per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Fiscal year ending September 30, 2026	5,000	10.8	45	-	1	-	1	(99.9)	0.14

(Note) Correction of financial forecast from the most recent financial forecast: None

* Notes

(1) Application of accounting procedures specific to the preparation of quarterly financial statements : None

(2) Changes in accounting policies, Changes in accounting estimates, Retrospective restatement

(i) Changes in accounting policies based on revisions of accounting standard : None

(ii) Changes in accounting policies other than (i) above : None

(iii) Changes in accounting estimates : None

(iv) Retrospective restatement : None

(3) Number of shares issued (common stock)

(i) Total number of issued shares at the end of the period (including treasury shares)

As of December 31, 2025	7,273,170 shares
As of September 30, 2025	7,273,170 shares

(ii) Number of treasury shares at the end of the period

As of December 31, 2025	- shares
As of September 30, 2025	- shares

(iii) Average number of shares outstanding during the period (cumulative from the beginning of the fiscal year)

Three months ended December 31, 2025	7,273,170 shares
Three months ended December 31, 2024	7,273,170 shares

Note: Review by certified public accountants or audit firms of the attached quarterly financial statements: None

* Notes regarding the appropriate use of forecasts and other special items

Forward-looking statements such as performance forecasts contained in this document are based on information currently available to the Company and on certain assumptions deemed reasonable. Actual results may differ significantly due to various factors. For the conditions underlying the forecasts and notes regarding the use of forecasts, please refer to the attached document, page 2, "1. Overview of Operating Results, etc. (3) Explanation of Forecasts and Other Forward-Looking Information."

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1. Overview of Operating Results, etc.

(1) Explanation of operating results for the quarter

During the first quarter cumulative period, the Japanese economy continued on a moderate recovery trend, with signs of a rebound in personal consumption supported by improvements in the employment and income environment. On the other hand, the outlook remains uncertain due to factors such as developments in U.S. trade policy and unstable overseas conditions. In the non-desk sector, which is our main business area, the effective job openings-to-applicants ratio remains high due to a continued chronic labor shortage.

Under these circumstances, our company has operated the career change platform "Z Career" for non-desk workers, with the mission of "Creating a turning point in the era."

During the first quarter cumulative period, we focused on attracting job seekers to expand the "Z Career" platform and strengthening product development utilizing AI.

As a result, for the three months ended May 20, 2024, net sales were 926,352 thousand yen (net sales for the same period of the previous year were 1,066,971 thousand yen), operating loss was 314,257 thousand yen (operating loss for the same period of the previous year was 172,311 thousand yen), ordinary loss was 321,763 thousand yen (ordinary loss for the same period of the previous year was 179,233 thousand yen), and net loss attributable to owners of the parent was 325,157 thousand yen (net loss for the same period of the previous year was 179,806 thousand yen).

As the Company operates a single segment in the HR tech business, segment information is not presented.

(2) Explanation regarding the financial positions for the quarter

(Financial positions)

(Assets)

Total assets for the first quarter were 4,058,345 thousand yen (a decrease of 1,567,007 thousand yen compared to the end of the previous fiscal year).

Current assets amounted to 3,496,755 thousand yen (a decrease of 1,781,571 thousand yen compared to the end of the previous fiscal year). This was mainly due to a decrease in cash and deposits of 1,628,768 thousand yen, as well as a decrease in trade accounts receivable of 142,948 thousand yen.

Non-current assets amounted to 561,589 thousand yen (an increase of 214,563 thousand yen compared to the end of the previous fiscal year). This was mainly due to interior construction work for the new office following the relocation of the headquarters, as well as an increase in software in progress, among other factors.

(Liabilities)

Liabilities for the first quarter ended amounted to 2,425,897 thousand yen (a decrease of 1,244,228 thousand yen compared to the end of the previous fiscal year).

Current liabilities amounted to 1,785,997 thousand yen (a decrease of 903,178 thousand yen compared to the end of the previous fiscal year). This was mainly due to a decrease in current portion of long-term borrowings of 894,597 thousand yen, an increase in accounts payable - other of 199,194 thousand yen, and a decrease in trade accounts payable of 159,422 thousand yen, among other factors.

Non-current liabilities amounted to 639,900 thousand yen (a decrease of 341,050 thousand yen compared to the end of the previous fiscal year). This was mainly due to a decrease in long-term borrowings of 341,050 thousand yen.

(Net assets)

Net assets for the first quarter were 1,632,447 thousand yen (a decrease of 322,779 thousand yen compared to the end of the previous fiscal year). This was mainly due to a decrease in retained earnings of 325,157 thousand yen resulting from the quarterly net loss.

(3) Explanation regarding forecasts and other forward-looking statements

There are no changes to the forecasts for the fiscal year ending September 2026 from the figures announced on November 11, 2025.

2. Quarterly Financial Statements and Main Notes
(1) Quarterly Balance Sheet

(Unit: Thousands of yen)

	As of September 30, 2025	As of December 31, 2025
Assets		
Current assets		
Cash and deposits	4,030,176	2,401,408
Accounts receivable - trade	678,308	716,013
Trade accounts receivable	364,856	221,907
Advance payments to suppliers	47,244	50,375
Prepaid expenses	166,201	98,530
Other	5,876	23,863
Allowance for doubtful accounts	(14,337)	(15,342)
Total current assets	5,278,327	3,496,755
Non-current assets		
Property, plant and equipment		
Buildings	15,679	15,679
Tools, furniture and fixtures	69,550	72,662
Construction in progress	-	171,560
Accumulated depreciation	(85,230)	(85,230)
Total property, plant and equipment	-	174,672
Intangible assets		
Software in progress	-	43,761
Intangible	-	43,761
Investments and other assets		
Investment securities	995	995
Leasehold and guarantee deposits	346,030	342,161
Distressed receivables	1,848	1,848
Allowance for doubtful accounts	(1,848)	(1,848)
Total investments and other assets	347,025	343,156
Total non-current assets	347,025	561,589
Total assets	5,625,353	4,058,345

(Unit: Thousands of yen)

	As of September 30, 2025	As of December 31, 2025
Liabilities		
Current liabilities		
Trade accounts payable	664,609	505,187
Current portion of long-term borrowings	1,373,897	479,300
Accounts payable - other	382,871	582,065
Income taxes payable	120,964	5,566
Accrued expenses	72,576	127,788
Contract liabilities	10,408	22,953
Accrued consumption taxes	30,681	25,494
Refund liability	27,402	12,440
Other	5,764	25,202
Total current liabilities	2,689,176	1,785,997
Non-current liabilities		
Long-term borrowings	980,950	639,900
Total non-current liabilities	980,950	639,900
Total liabilities	3,670,126	2,425,897
Net assets		
Shareholders' equity		
Share capital	644,443	644,443
Capital surplus	2,825,877	2,825,877
Retained earnings	(1,516,197)	(1,841,354)
Total shareholders' equity	1,954,122	1,628,965
Share acquisition rights	1,104	3,482
Total net assets	1,955,226	1,632,447
Total liabilities and net assets	5,625,353	4,058,345

(2) Quarterly Statement of Income
For the three months ended

(Unit: Thousands of yen)

	For the three months ended December 31, 2024	For the three months ended December 31, 2025
Net sales	1,066,971	926,352
Cost of sales	189,440	184,031
Gross profit	877,530	742,320
Selling, general and administrative expenses	1,049,842	1,056,577
Operating profit (loss)	(172,311)	(314,257)
Non-operating income		
Subsidy income	3,420	1,800
Point redemption income	1,106	429
Other	17	262
Total non-operating income	4,543	2,491
Non-operating expenses		
Interest expenses	11,466	9,997
Miscellaneous losses	-	0
Total non-operating expenses	11,466	9,997
Ordinary profit (loss)	(179,233)	(321,763)
Profit (loss) before income taxes	(179,233)	(321,763)
Income taxes - current	572	3,393
Total income taxes	572	3,393
Profit (loss)	(179,806)	(325,157)

(3) Notes to the quarterly financial statements

(Notes regarding the assumption of a going concern)

There are no applicable items.

(Notes to the Statement of Cash Flows)

The quarterly statement of cash flows for the three months ended is not prepared. Depreciation for the three months ended is as follows.

(Unit: Thousands of yen)

	For the three months ended December 31, 2024	For the three months ended December 31, 2025
Depreciation	3,696	-
(Notes in case of significant changes in the amount of shareholders' equity)		
For the three months ended December 31, 2024		
1 Dividend payments		
There are no applicable items.		
2 Dividends with a record date falling within the first quarter cumulative period, but with an effective date after the end of the first quarter accounting period		
There are no applicable items.		
3 Significant changes in shareholders' equity		
There are no applicable items.		
For the three months ended December 31, 2025		
1 Dividend payments		
There are no applicable items.		
2 Dividends with a record date falling within the first quarter cumulative period, but with an effective date after the end of the first quarter accounting period		
There are no applicable items.		
3 Significant changes in shareholders' equity		
There are no applicable items.		
(Changes in accounting policies)		
There are no applicable items.		
(Notes on Segment Information, etc.)		
[Segment Information]		
For the three months ended December 31, 2024		
As the Company operates a single segment in the HR tech business, segment information is omitted.		
For the three months ended December 31, 2025		
As the Company operates a single segment, the HR tech business, segment information is omitted.		