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[To whom it may concern]

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**Notice Regarding Q&A Session of  
Financial Results Briefing for the Fiscal Year Ended September 30, 2024**

ROXX, Inc. (the Company) hereby announce the Q&A session of Financial Results Briefing for the Fiscal Year Ended September 30, 2024.

Please kindly see attachment for details.

# **Q&A Session of Financial Results Briefing for the Fiscal Year Ended September 30, 2024**

**Q1 (Asset Management One - Mr. Tahara): How do you think the commission & fee per placement will evolve in the future?**

A1: Commission & fee for the Z Career platform has increased by approximately 7.8% year on year, and we expect this increasing trend to continue by approximately 5% every year. On the other hand, there are placements that are being made for a lower commission/fee with a higher success rate. An example of this is staff engaged in sorting and transporting luggage at airports. This is due to severe shortage of labor. If too many placements are with higher commission/fee, it could result in the total number of placements not growing. To avoid such scenarios, jobs could be introduced to job seekers who were not sufficiently supported in the past, resulting in an increased number of placements and success rates but falling average commission/fee. We will work to provide more background information in the future.

**Q2 (fundnote - Mr. Kawai): GMV sourced by in-house resources is growing strongly but please explain the recruitment situation for in-house career advisors.**

A2: The number of career advisors has doubled every year in recent years and we plan to maintain this pace for the current fiscal year. However, as the percentage of sales through direct recruiting such as AI scouting increases, the speed of growth in headcount is expected to decline. At the same time, productivity per worker is expected to increase significantly.

**Q3 (Sumitomo Mitsui DS Asset Management - Mr. Kaneko): Please explain the earnings forecast for fiscal year ending September 2026.**

A3: For the fiscal year ending September 2026, we expect sales of approximately 7 billion yen and sales growth rate of about 40%, excluding strategic investments. Impact of strategic investments will be added to this forecast. Although operating profit will depend on the pace of strategic investments in the following fiscal year and beyond, we expect to achieve an operating profit margin of around 10%.

**Q4 (Ichiyoshi Asset Management - Mr. Okawa): What is ROXX's competitive advantage in attracting customers in the non-desk worker space?**

A4: We believe our competitive advantages are the ownership of our own recruiting platform “Z Career,” targeted advertising and attracting customers through business partners such as AIFUL. We plan to further strengthen our competitive advantage by enhancing functions and contents of our recruitment platform. As brand awareness is extremely important to increase our competitive advantage, we will invest approximately 500 million yen in mass advertising this fiscal year and aim to improve our recognition rate.

**Q5 (Mizuho Securities - Mr. Akiyama): Do you have any plans for new businesses and/or potential business partnerships after the IPO?**

A5: We have announced a number of business partnerships recently so let me explain a few of them. First is the capital and business alliance with the AIFUL Group. To put it specifically, AIFUL will provide information to their applicants on how Z Career can support the search for a full-time job and introduce Z Career to them. Since AIFUL's applicants are often financially unstable and worried about their financial health, switching to a full-time job and earning higher income is a priority, and hence closing rates tend to be high. The second is the collaboration with TWOSTONE&Sons. Z Career has started providing a specialized programming training course called “tech boost” to support job seekers. The aim is to support job seekers develop programming skills and apply for jobs as an infrastructure engineer or a software engineer through Z Career.

**Q6 (SMBC Nikko Securities - Mr. Kubo): What are the means taken by non-desk workers who do not use Z Career to change their jobs?**

A6: When non-desk workers are asked if they can think of any services to help them become full-time employees, about 60% of them say no, but of those who can, they use media services such as "indeed" and "Rikunabi" or Hello Work. People who do not have future ambitions or goals tend to have more difficulty in finding jobs proactively than in the past. This has resulted in the effectiveness of job advertisements declining, which used to be the main source for recruiting. As such, recruiters are becoming more and more active in using success fee-based recruitment services such as those offered by our company.

**Q7 (And Seven Capital - Mr. Sugiura): Financial results were slightly below expectations. Please provide background and future measures.**

A7: There are approximately 400 partner recruitment agencies (outside agents) on the Z Career platform and several firms provide job databases to these agencies in the same way that we do. Competition is growing and firms are applying discounts for their service, making it difficult to make projections. Going forward, by focusing more on in-house matching and direct matching through use of AI, we will gain more control over sales and be able to forecast sales with greater accuracy. We also intend to respond to the competitive environment by opening up AI interviewing and AI scouting for partner recruitment agencies on the platform, thereby building the superiority of the product itself.

**Q8 (Darwin Venture Management - Mr. Konno): I learnt about the efforts to support reskilling of job seekers in partnership with TwoStone&Sons but is this not a different area to typical job seekers using the Z Career platform?**

A8: There is a shortage of both infrastructure and software engineers. Many engineers perform complex programming but there is also strong demand from large companies for engineers performing basic tasks. Our aim is to develop engineers for basic and less complex tasks and we believe there will be meaningful contributions to our business as a result.

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