

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between the English version and the Japanese original, the original version shall prevail.

July 25, 2025

Company: ZIGExN Co., Ltd.  
Representative: Joe Hirao, Representative Director, Operating Officer and CEO  
(Security code: 3679: Prime Market of the Tokyo Stock Exchange)  
Contact: Sachiko Hatano, Director and Operating Officer  
(E-mail: [ir@zigexn.co.jp](mailto:ir@zigexn.co.jp))

Notice of Acquisition of “AnyCareer Inc” (making it a wholly owned subsidiary) by a Consolidated Subsidiary of ZIGExN Co., Ltd.

ZIGExN Co., Ltd. (hereinafter referred to as “the Company”) hereby announces that its consolidated subsidiary, REJOB Co., Ltd. (hereinafter referred to as “REJOB”), has today resolved to acquire all shares of AnyCareer Inc. (Head Office: Hacchobori Building 2F, 2-10-9 Hacchobori, Chuo-ku, Tokyo, Representative Director: Rion Aoki, hereinafter referred to as “AnyCareer”), making it a subsidiary.

1. Purpose of the Acquisition

(1) Overview and Business Strategy

AnyCareer operates a job placement business primarily for dispensing pharmacies in the medical field. Its strength lies in its operational excellence, which boasts a high recruitment success rate, and it has an extensive client base of approximately 7,000 companies in the pharmacy sector.

This acquisition of shares aims to acquire AnyCareer's client base in the pharmacy sector and to create synergies by building a strong partnership with REJOB, which operates a recruitment platform business in the beauty and healthcare fields. These synergies include sharing AnyCareer's operational know-how and enhancing user acquisition through REJOB.

Following the execution of this partnership, we will promptly move forward with strengthening AnyCareer's consultant team and aim to further expand its job placement business by strengthening organic user acquisition through job postings on REJOB. Additionally, within REJOB, we will promote the sharing of AnyCareer's operational know-how, which is optimized for the placement of nationally certified professionals, to foster growth in its job placement business within the beauty and healthcare sectors.

Furthermore, AnyCareer also operates a business that is not subject to transfer in this stock acquisition (dispensing pharmacy business), and this business is scheduled to be transferred to the newly established company by the share transfer execution date through a newly established company split.

For the fiscal year ended March 31, 2025, the revenue from the business transferred was JPY 1,139 million, and operating income was JPY 325 million. At the time of transfer, the business is expected to have approximately JPY 920 million in net cash (cash and deposits - total interest-bearing debt).

(2) Market Environment

According to the "Survey of Physicians, Dentists and Pharmacists 2022" by the Ministry of Health, Labour and Welfare, the number of pharmacists has been on a long-term upward trend, increasing from 217,477 in 2000 to 276,517 in 2010, and 323,690 in 2022. Furthermore, according to the "General Employment Placement Situation" by the Ministry of Health, Labour and Welfare, the active job openings-to-applicants ratio for "physicians, dentists, veterinarians, and pharmacists" (for regular employees, including part-time) in May 2025 was 1.90, a relatively high level. We anticipate that companies in this sector will continue to face difficulties in securing human resources due to a medium-to long-term labor shortage, and we believe there is significant room for market expansion.

## 2. Method of Acquisition

The entire acquisition amount is planned to be covered by cash on hand and borrowings. As of the end of March 2025, the ratio of equity attributable to owners of the parent to total assets on a consolidated basis is 53.2%, and the goodwill-to-equity ratio is 0.5 times, which are healthy levels within the financial targets (ratio of equity attributable to owners of the parent to total assets: 40% or more, and goodwill-to-equity ratio: about 1.0 times or less). This transaction will have no impact on our financial situation.

## 3. Overview of the Subsidiary that Conducts the Acquisition of Shares

(1) Company name	REJOB Co., Ltd.
(2) Address	Sunshine 60 47F, 3-1-1 Higashi-Ikebukuro, Toshima-ku, Tokyo
(3) Representative	Representative Director: Yuki Onuki
(4) Business Description	Recruitment media business, career design business, CSV promotion project
(5) Capital Stock	100 million of yen
(6) Date of incorporation	November 2009
(7) Major Shareholders	ZIGExN Co., Ltd. (100.0%)

## 4. Outline of the Subject Company

(1)	Company name	AnyCareer Inc.		
(2)	Address	Hacchobori Building 2F, 2-10-9 Hacchobori, Chuo-ku, Tokyo		
(3)	Representative	Representative Director: Rion Aoki		
(4)	Business Description	Pharmacist job placement business -Pharma Career- Pharmacist job search site business -Pharma Box- Dispensing pharmacy business -Any Pharmacy-		
(5)	Capital Stock	80 million yen		
(6)	Date of incorporation	October 2015		
(7)	Major Shareholders	Rion Aoki (100%)		
(8)	Relationship with the Company	Capital relationship	None	
		Personal relationship	None	
		Business relationship	None	
(9) Operating results and financial position of the company for the past three years (millions of yen)				
Fiscal Year End		FY3/2023 (Note)	FY3/2024	FY3/2025
Net Assets		522	833	1,061
Total Assets		710	1,158	1,308
Net assets per share (yen)		521,623.50	833,269.87	1,601,480.54
Sales		269	1,237	1,375
Operating income		102	403	323
Ordinary income		105	411	326
Net Income		72	289	248
Earnings per share (yen)		71,616.56	288,996.92	247,860.79
Dividend per share		-	-	-

Note: Due to the change in the fiscal year end, sales, operating income, ordinary income, net income, and net income per share are shown for the three-month period.

## 5. Outline of the counterparty of the acquisition

(1) Name	Rion Aoki	
(2) Address	Shinagawa-ku, Tokyo	
(3) Relationship with the Company	Capital relationship	None
	Personal relationship	None
	Business relationship	None

6. Number of shares to be acquired, acquisition price, and status of shares held before and after the acquisition.

(1)	Number of shares held before the acquisition	0 shares (Number of voting rights: 0) (Percentage of voting rights held: -%)
(2)	Number of shares acquired	1,000 Shares (Number of voting rights: 1,000)
(3)	Acquisition price	<div> <div>Stock acquisition price</div> <div>Advisory fees, etc. (estimated amount)</div> <div>Total (estimated amount)</div> </div> <div> <div>2,920 millions of yen</div> <div>4 millions of yen</div> <div>2,924 millions of yen</div> </div>
(4)	Number of shares held after the acquisition	1,000 shares (Number of voting rights: 1,000) (Percentage of voting rights held: 100%)

7. Schedule

- (1) Date of Board of Directors' Resolution: July 25, 2025
- (2) Date of Conclusion of the Agreement: July 25, 2025
- (3) Date of Share Transfer: September 1, 2025 (scheduled)

8. Future Outlook

The impact of this transaction on the Company's consolidated financial results for the fiscal year ending March 2026 is currently under review. We will promptly disclose any matters that require announcement, such as revisions to our earnings forecast.

(Reference) Consolidated Financial Forecast (Announced on May 13, 2025) and Previous Fiscal Year's Consolidated Financial Results

	Revenue	EBITDA	Operating Income	Income before income tax	Net income attributable to owners of the parent company
Consolidated Financial Forecast for the Fiscal Year Ending March 2026	Millions of yen 28,000	Millions of yen 7,430	Millions of yen 5,880	Millions of yen 5,880	Millions of yen 4,020
Consolidated Financial Results for the Fiscal Year Ended March 2025	25,450	7,084	5,657	5,657	3,872