

Consolidated Financial Statements for 3Q of FY3/2026 [IFRS]

February 9, 2026

Company name: ZIGExN Co., Ltd

Code: 3679 URL: <https://zigexn.co.jp/en/>

Representative's name: Representative Directors, Operating Officer, CEO

Joe Hirao

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(Millions of yen: Rounded to less than one million yen)

1. Financial Highlights (Apr. 1, 2025 – Dec. 31, 2025)

(1) Results of Operations

(Percentages are shown as YoY changes)

	Revenue		EBITDA		Operating income		Income before income tax		Net income		Net income Attributable to owners of the parent company		Total comprehensive income	
		%		%		%		%		%		%		%
3Q of FY3/2026	20,891	12.7	5,394	4.9	4,161	1.1	4,192	2.1	2,889	2.9	2,893	3.3	2,898	3.1
3Q of FY3/2025	18,537	9.6	5,143	7.1	4,118	6.7	4,106	6.8	2,807	1.2	2,800	0.9	2,812	2.3

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
3Q of FY3/2026	28.95	28.94
3Q of FY3/2025	27.47	27.46

Note: EBITDA=Operating Income (loss) + Depreciation and amortization + Impairment loss + Loss on retirement of non-current assets and on revaluation – Gain on bargain purchase

(2) Financial Position

	Total assets	Total equity	Attributable to owners of the parent	Ratio of equity attributable to owners of the parent to total assets
3Q of FY3/2026	39,516	21,363	21,397	54.1
FY3/2025	37,573	19,951	19,980	53.2

2. Dividends

	Dividends per share				
	First quarter	Second quarter	Third quarter	Fourth quarter	Total
	Yen	Yen	Yen	Yen	Yen
FY3/2025	—	0.00	—	10.50	10.50
FY3/2026	—	0.00	—	—	—
FY3/2026 (Forecast)	—	—	—	11.00	11.00

(Note) Revision of dividend forecast from the most recently announced forecast: No

3. Consolidated Financial Forecast (Apr. 1, 2025 – Mar. 31, 2026)

(Percentages are shown as YoY changes)

	Revenue		EBITDA		Operating income		Income before income tax		Net income attributable to owners of the parent		Basic earnings per share
		%		%		%		%		%	Yen
FY3/2026	28,000	10.0	7,430	4.9	5,880	3.9	5,880	3.9	4,020	3.8	40.20

(Note) Revision of financial forecast from the most recently announced forecast: No

* Notes

(1) Significant changes in scope of consolidation: Yes

New: three Company name: Any Career Inc.

Alpha Staff Co., Ltd.

Quantum Reservation Pte. Ltd.

Excluded: - Company name: -

(2) Changes in accounting policies and accounting estimates

① Changes in accounting policies required by IFRSs: No

② Changes in accounting policies other than those in ①: No

③ Changes in accounting estimates: No

(3) Number of shares issued

(common stock)

① Number of shares issued (including treasury stock)

(Shares)

② Number of shares of treasury stock

③ Number of average shares outstanding

3Q of FY3/2026	110,000,000	FY3/2025	111,700,000
3Q of FY3/2026	10,495,255	FY3/2025	11,273,155
3Q of FY3/2026	99,930,166	3Q of FY3/2025	101,918,854

* This consolidated financial report is not subject to review procedures.

* Note to forecasts on the consolidated results of operations and other items.

Descriptions regarding the future are estimated based on the information that the Company can obtain at the present point in time and assumptions which are deemed to be reasonable. However, actual results may be different due to various factors.

1. Management's Discussion and Analysis of Financial Condition and Results of Operations

An analysis of the ZIGExN Co., Ltd Group's financial position, operating results, and cash flows is as follows. The forward-looking statements in the below are based on the judgment of the ZIGExN Group as of the end of the current quarter.

(1) Qualitative Information

The ZIGExN Group's business consists of the Life Service Platform business and others. The Life Service Platform business consists of the core businesses "Vertical HR" and "Living Tech", and "Life Service", which generates stable cash flow.

a. Vertical HR

Vertical HR consists of REJOB Co., Ltd. (which operates "REJOB", a job portal specializing in the fields of beauty and health care), Any Career Inc. (which operates "Pharma Career", a job placement business specializing in the field of the pharmacy sector), Ties Co., Ltd. (which operates "Ties", a job placement business specializing in the field of manufacturing), Ultimate Resources Group Inc. (which operates "URG", a job placement business specializing in the field of consulting), Upbase, Inc. (which operates "Kensetsu-Jobs", a job placement business specializing in the field of construction and "Real Estate WORKS", a job placement business specializing in the field of real estate), , and Awesome Agent Co., Ltd. (which operates "Dorapita", a job portal specializing in the field of logistics).

With respect to REJOB Co., Ltd., hiring needs at business locations remain high on the client side and the pace of acquiring new customers has also improved. On the user side, job seeker activity continues to be steady.

With respect to Ties Co., Ltd., hiring needs continue to be strong, and the needs of job seekers are also steady.

In other businesses, overall hiring needs are firm, and the needs of job seekers are also steady.

(*) Awesome Agent Co., Ltd. absorbed and merged with Sanko Ad Co., Ltd. on October 1, 2025.

The earnings contribution from the former Sanko Ad Co., Ltd. was included in the Life Service until Q2 FY3/2026, and has been included in the Vertical HR of Awesome Agent Co., Ltd. from Q3 FY3/2026 onward.

b. Living Tech

Living Tech consists of "Chintai SMOCCA" and real estate-related media such as "SEKAI PROPERTY", a cross-border real estate transaction business operated by Beyond Borders Co., Ltd., and life support-related site such as "Reshop Navi", a renovation company comparison site, and "enepi", a propane gas company comparison site.

As for "Chintai SMOCCA", demand for Internet advertisements on the client side has been steady, but demand for house searches on the user side has been slightly decreasing because of the spending restraint associated with inflation, etc.

As for "SEKAI PROPERTY", property procurement has been steady. On the user side, demand for overseas real estate continues to be steady.

On the client side for "Reshop Navi", "enepi", and other life support services, demand for Internet advertising has been steady. On the user side, remodeling demand is declining due to rising prices. On the other hand, demand for switching utilities is on the rise due to the increasing demand for saving money in response to rising prices.

c. Life Service

Life Service consists of the comparison platforms, including "Franchise Hikaku.net", a franchise comparison website, and "Kekkon-soudanjyo Hikaku net", a marriage agencies comparison website and Apple World Inc. (operates hotel reservation system "Apple World", "Rikisha Easy REZ! " and others for travel agencies). In the comparison platforms, demand for ad placements from the client side and user side movements has remained steady.

As for Apple World Inc., on the user side, demand for domestic travel has remained steady, on the other hand, demand for overseas travel is slowing trend. On the client side, although a recovery in the leisure sector has been moderate due to the weak yen, a recovery in the business travel sector has been steady.

In other businesses, we are engaged in BtoC businesses and new businesses that we are considering commercializing, mainly through CORDA Co., Ltd.

As a result of the above, consolidated revenue for the nine months ended December 31, 2025 were 20,891 million yen (up 12.7% year-over-year), gross profit was 16,830 million yen (up 10.8% year-over-year), and EBITDA(*) was 5,394 million yen (up 4.9% year-over-year), operating income was 4,161 million yen (up 1.1% year-over-year), and income before income tax was 4,192 million yen (up 2.1% year-over-year), and net income attributable to owners of the parent company was 2,893 million yen (up 3.3% year-over-year).

(*) EBITDA=Operating Income (loss) + Depreciation and amortization + Impairment loss + Loss on retirement of non-current assets and on revaluation – Gain on bargain purchase

(2) Explanation of Financial Condition

(Assets)

Total assets as of December 31, 2025, were 39,516 million yen (up 1,943 million yen from the end of the previous fiscal year). This was mainly due to an increase of 558 million yen in trade and other receivables, 2,615 million yen in goodwill, 700 million yen in intangible assets, and a decrease of 1,990 million yen in cash and cash equivalents.

(Liabilities)

Total liabilities as of December 31, 2025, were 18,153 million yen (up 531 million yen from the end of the previous fiscal year). This was mainly due to an increase of 1,250 million yen in operating and other liabilities, and a decrease of 1,408 million yen in other financial liabilities.

(Equity)

Total equity as of December 31, 2025, was 21,363 million yen (up 1,412 million yen from the end of the previous fiscal year). This was mainly due to an increase of 1,839 million yen in retained earnings, and a decrease of 764 million yen in capital surplus.

(3) Explanation of Cash Flows

The balance of cash and cash equivalents (hereinafter referred to as “the cash”) as of December 31, 2025, decreased by 1,990 million yen from the end of the previous fiscal year to 12,306 million yen.

(Cash Flows from Operating Activities)

Net cash provided by operating activities for the nine months ended December 31, 2025, amounted to 2,997 million yen. This was mainly due to the booking of income before income taxes of 4,192 million yen, the booking of depreciation and amortization of 1,226 million yen, and income taxes paid of 1,634 million yen.

(Cash Flows from Investing Activities)

Net cash used in investing activities for the nine months ended December 31, 2025, amounted to 3,749 million yen. This was mainly due to the expenditure of 815 million yen for the purchase of intangible assets and expenditure of 2,701 million yen for the acquisition of subsidiaries resulting in changes in the scope of consolidation.

(Cash Flows from Financing Activities)

Net cash used in financing activities for the nine months ended December 31, 2025, amounted to 1,242 million yen. This was mainly due to the proceeds from long-term borrowings of 2,400 million yen, the repayment of long-term borrowings of 1,638 million yen, dividends paid of 1,053 million yen, and expenditure of 534 million yen for the purchase of treasury stock.

(4) Explanation of Consolidated Financial Results Forecast

The consolidated earnings forecast for the fiscal year ending March 31, 2026, has not been changed from the figures stated in the "Consolidated Financial Statements for FY3/2025", which was released on May 13, 2025.

(1) Consolidated Balance Sheet

(Millions of yen)

	Mar. 31, 2025	Dec. 31, 2025
Assets		
Current assets		
Cash and cash equivalents	14,295	12,306
Trade and other receivables	5,029	5,587
Other financial assets	2	7
Other current assets	625	751
Total current assets	19,952	18,651
Non-current assets		
Tangible fixed assets	233	261
Right-of-use assets	1,423	1,311
Goodwill	10,872	13,487
Intangible asset	2,893	3,594
Other financial assets	1,225	1,447
Deferred tax assets	973	758
Other non-current assets	2	6
Total non-current assets	17,621	20,865
Total assets	37,573	39,516

(Millions of yen)

	Mar. 31, 2025	Dec. 31, 2025
Liabilities and equity		
Liabilities		
Current liabilities		
Short-term loans	2,657	2,473
Operating and other liabilities	3,831	5,081
Other financial liabilities	5,791	4,380
Income taxes payable	906	373
Allowance	78	36
Lease liabilities	542	690
Other current liabilities	1,621	1,960
Total current liabilities	15,426	14,994
Non-current liabilities		
Long-term loans	617	1,678
Allowance	197	226
Lease liabilities	845	570
Other financial liabilities	507	509
Deferred tax liabilities	—	160
Other non-current liabilities	30	16
Total non-current liabilities	2,195	3,159
Total liabilities	17,622	18,153
Equity		
Common stock	125	125
Capital surplus	4,532	3,768
Retained earnings	20,355	22,194
Treasury shares	(5,033)	(4,699)
Other	0	8
Total equity attributable to owners of the parent	19,980	21,397
Non-controlling interest	(29)	(34)
Total Equity	19,951	21,363
Total liabilities and equity	37,573	39,516

(2) Consolidated Statements of Profit or Loss and Comprehensive income
 Consolidated Statements of Profit or Loss

(Millions of yen)

	Apr. 1, 2024 – Dec. 31, 2024	Apr. 1, 2025 – Dec. 31, 2025
Revenue	18,537	20,891
Cost of sales	(3,349)	(4,061)
Gross profit	15,188	16,830
Selling, general and administrative expenses	(11,120)	(12,679)
Other revenue	61	38
Other expense	(12)	(27)
Operating income	4,118	4,161
Financial revenue	8	57
Financial expense	(19)	(26)
Share of profit (loss) of entities accounted for using equity method	(0)	0
Income before income tax	4,106	4,192
Income taxes-current	(1,299)	(1,303)
Net income	2,807	2,889
Attribution of net income		
Owner of the parent company	2,800	2,893
Non-controlling interest	8	(4)
Net earnings per share		
Basic earnings per share	27.47	28.95
Diluted earnings per share	27.46	28.94

Consolidated Statements of Comprehensive Income

(Millions of yen)

	Apr. 1, 2024 – Dec. 31, 2024	Apr. 1, 2025 – Dec. 31, 2025
Net income	2,807	2,889
Other comprehensive income		
Items that will not be reclassified to net income		
Changes in equity instrument measured at fair value through other comprehensive income	7	9
Total items that will not be reclassified to net income	7	9
Items that may be reclassified subsequently to net income		
Exchange difference on foreign operation	(3)	1
Total Items that may be reclassified subsequently to net income	(3)	1
Total other comprehensive income	4	9
Comprehensive income	2,812	2,898
Comprehensive income attributed		
Owner of the parent company	2,804	2,902
Non-controlling interest	8	(4)

(3) Consolidated Statements of Changes in Equity

Apr. 1, 2024 – Dec. 31, 2024

	Equity attributable to owners of the parent						Non-controlling interest	Total equity
	Common stock	Capital surplus	Retained earnings	Treasury stock	other	Total equity attributable to owners of the parent		
Balance on Apr. 1, 2024	125	4,969	17,159	(2,801)	(4)	19,449	—	19,449
Net income	—	—	2,800	—	—	2,800	8	2,807
Other comprehensive income	—	—	—	—	4	4	—	4
Net comprehensive income	—	—	2,800	—	4	2,804	8	2,812
Issuance of stock acquisition rights	—	(11)	—	247	(13)	223	—	223
Dividends	—	—	(676)	—	—	(676)	—	(676)
Changes in the consolidation scope	—	—	—	—	—	—	(22)	(22)
Purchase of treasury shares	—	—	—	(2,479)	—	(2,479)	—	(2,479)
Changes in put option's liabilities pertain to noncontrolling interests, etc	—	(425)	—	—	—	(425)	—	(425)
Other	—	(1)	—	—	2	1	—	1
Total transaction amount with owner	—	(437)	(676)	(2,232)	(11)	(3,357)	(22)	(3,379)
Balance on Dec. 31, 2024	125	4,532	19,283	(5,033)	(12)	18,896	(14)	18,881

Apr. 1, 2025 – Dec. 31, 2025

	Equity attributable to owners of the parent						Non-controlling interest	Total equity
	Common stock	Capital surplus	Retained earnings	Treasury stock	other	Total equity attributable to owners of the parent		
Balance on Apr. 1, 2025	125	4,532	20,355	(5,033)	0	19,980	(29)	19,951
Net income	—	—	2,893	—	—	2,893	(4)	2,889
Other comprehensive income	—	—	—	—	9	9	—	9
Net comprehensive income	—	—	2,893	—	9	2,902	(4)	2,898
Issuance of stock acquisition rights	—	(6)	—	108	(1)	102	—	102
Dividends	—	—	(1,054)	—	—	(1,054)	—	(1,054)
Purchase of treasury shares	—	—	—	(533)	—	(533)	—	(533)
Cancellation of treasury shares	—	(759)	—	759	—	—	—	—
Other	—	1	—	—	(1)	0	—	0
Total transaction amount with owner	—	(764)	(1,054)	334	(2)	(1,486)	—	(1,486)
Balance on Dec. 31, 2025	125	3,768	22,194	(4,699)	8	21,397	(34)	21,363

(4) Consolidated Statement of Cash Flows

(Millions of yen)

	Apr. 1, 2024 – Dec. 31, 2024	Apr. 1, 2025 – Dec. 31, 2025
Cash flows from operating activities		
Income before income tax	4,106	4,192
Depreciation and amortization	1,020	1,226
Financial expense (financial revenue)	11	(30)
Decrease (increase) in trade and other receivables	(347)	(362)
Decrease (increase) in advance payments to suppliers	323	36
Increase (decrease) in trade and other payables	59	1,087
Increase (decrease) in advances received	(265)	98
Increase (decrease) in deposits	192	(1,580)
Increase (decrease) in accrued consumption tax	(118)	(44)
Others	(75)	11
Subtotal	4,905	4,634
Interest and dividends received	1	14
Interest paid	(18)	(24)
Income taxes paid	(1,340)	(1,634)
Income taxes return	360	7
Cash flows from operating activities	3,908	2,997
Cash flows from investing activities		
Purchase of tangible fixed assets	(135)	(109)
Purchase of intangible assets	(829)	(815)
Purchase of investment securities	(169)	—
Proceeds from leasehold and guarantee deposits	43	15
Payments for acquisition in subsidiaries resulting in change in scope of consolidation	(1,027)	(2,701)
Others	8	(139)
Cash flows from investing activities	(2,108)	(3,749)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	200	(45)
Proceeds from long-term borrowings	1,300	2,400
Repayment of long-term borrowings	(1,400)	(1,638)
Repayment of lease liabilities	(388)	(473)
Proceeds from exercise of stock acquisition rights	223	102
Dividends paid	(676)	(1,053)
Purchase of treasury stock	(2,481)	(534)
Other	0	(0)
Cash flows from financing activities	(3,221)	(1,242)
Effects of exchange rate changes on cash and cash equivalents	(0)	5
Increase (decrease) in cash and cash equivalents	(1,422)	(1,990)
Cash and cash equivalents at the beginning of the period	13,241	14,295
Cash and cash equivalents at the end of the period	11,820	12,306