

Consolidated Financial Statements for 4Q of FY3/2026 [IFRS]

May 12, 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 – Mar 31, 2026)

(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	
		%		%		%		%		%		%		%
FY3/2026	29,221	14.8	7,592	7.2	5,913	4.5	5,946	5.1	4,130	6.8	4,157	7.3	4,142	6.7
FY3/2025	25,450	9.5	7,084	4.5	5,657	4.9	5,657	4.2	3,865	1.7	3,872	1.9	3,881	2.4

	Basic earnings per share	Diluted earnings per share	Ratio of net income to equity, attributable to owners of the parent	Ratio of income before income tax to total asset	Ratio of operating income to net sales
	Yen	Yen	%	%	%
FY3/2026	41.66	41.64	19.6	15.2	20.2
FY3/2025	38.13	38.08	19.6	15.7	22.2

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	Equity per share attributable to owners of the parent
				%	Yen
FY3/2026	40,556	22,453	22,510	55.5	226.98
FY3/2025	37,573	19,951	19,980	53.2	198.95

(3) Cash Flows

	Operating Activities	Investing Activities	Financing activities	Cash and cash equivalents at end of period
FY3/2026	4,250	(3,825)	(2,018)	12,722
FY3/2025	7,331	(2,449)	(3,838)	14,295

2. Dividends

	Dividends per share					Total dividends paid	Payout Ratio	Dividends to net assets
	First quarter	Second quarter	Third quarter	Fourth quarter	Total			
	Yen	Yen	Yen	Yen	Yen	Millions of yen	%	%
FY3/2025	—	0.00	—	10.50	10.50	1,054	27.5	5.4
FY3/2026	—	0.00	—	11.00	11.00	1,091	26.4	5.2
FY3/2027 (Forecast)	—	0.00	—	13.50	13.50		30.5	

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

3. Consolidated Financial Forecast (Apr 1, 2026 – Mar 31, 2027)

(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
FY3/2027	33,500	14.6	8,320	9.6	6,430	8.8	6,430	8.1	4,390	5.6	44.09

(Note) Revision of financial forecast from the most recently announced forecast: Yes

* 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

FY3/2026	110,000,000	FY3/2025	111,700,000
FY3/2026	10,830,655	FY3/2025	11,273,155
FY3/2026	99,774,687	FY3/2025	101,550,962

* 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), Awesome Agent Co., Ltd. (*) (which operates "Dorapita", a job portal specializing in the field of logistics), and Alpha Staff Co., Ltd. (which operates "Alpha Resort", staffing business specializing in the resort sector).

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 geopolitical risks are having a partial impact. 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", heightened geopolitical risks and exchange rate volatility have partially impacted both the client and user sides.

On the client side for "Reshop Navi", "enepi", and other life support services, demand for Internet advertising has been steady, but geopolitical risks are having a partial impact. 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 experiencing a temporary slowdown, due in part to the impact of geopolitical risks. 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 twelve months ended March 31, 2026 were 29,221 million yen (up 14.8% year-over-year), gross profit was 23,535 million yen (up 12.6% year-over-year), and EBITDA(*) was 7,592 million yen (up 7.2% year-over-year), operating income was 5,913 million yen (up 4.5% year-over-year), and income before income tax was 5,946 million yen (up 5.1% year-over-year), and net income attributable to owners of the parent company was 4,157 million yen (up 7.3% 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 March 31, 2026, were 40,556 million yen (up 2,983 million yen from the end of the previous fiscal year). This was mainly due to an increase of 1,203 million yen in trade and other receivables, 2,611 million yen in goodwill, and a decrease of 1,573 million yen in cash and cash equivalents.

(Liabilities)

Total liabilities as of March 31, 2026, were 18,103 million yen (up 481 million yen from the end of the previous fiscal year). This was mainly due to an increase of 738 million yen in operating and other liabilities, 433 million yen in loans, and a decrease of 1,002 million yen in other financial liabilities.

(Equity)

Total equity as of March 31, 2026, was 22,453 million yen (up 2,502 million yen from the end of the previous fiscal year). This was mainly due to an increase of 3,102 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 March 31, 2026, decreased by 1,573 million yen from the end of the previous fiscal year to 12,722 million yen.

(Cash Flows from Operating Activities)

Net cash provided by operating activities for the twelve months ended March 31, 2026, amounted to 4,250 million yen. This was mainly due to the booking of income before income taxes of 5,946 million yen, the booking of depreciation and amortization of 1,672 million yen, the decrease in deposits of 1,177 million yen, and income taxes paid of 1,636 million yen.

(Cash Flows from Investing Activities)

Net cash used in investing activities for the twelve months ended March 31, 2026, amounted to 3,825 million yen. This was mainly due to the expenditure of 1,126 million yen for the purchase of intangible assets and expenditure of 2,439 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 twelve months ended March 31, 2026, amounted to 2,018 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 2,081 million yen, dividends paid of 1,054 million yen, and expenditure of 688 million yen for the purchase of treasury stock.

(4) Explanation of Consolidated Financial Results Forecast

For the fiscal year ending March 31, 2027, we forecast consolidated revenue of 33,500 million yen (up 14.6% year-over-year), EBITDA of 8,320 million yen (up 9.6%), operating income of 6,430 million yen (up 8.8%), and net income attributable to owners of the parent of 4,390 million yen (up 5.6%). There is no change in our recognition that EBITDA is an important management indicator to measure the profitability of the Group's business more effectively. Considering its financial position and capital efficiency, the Company plans to pay a year-end dividend of 13.5 yen per share for the fiscal year ending March 31, 2027. For details, please refer to the presentation material "Financial Results for FY3/2026" released simultaneously with this Consolidated Financial Statements for FY3/2026.

(1) Consolidated Balance Sheet

(Millions of yen)

	Mar. 31, 2025	Mar. 31, 2026
Assets		
Current assets		
Cash and cash equivalents	14,295	12,722
Trade and other receivables	5,029	6,232
Other financial assets	2	7
Other current assets	625	766
Total current assets	19,952	19,727
Non-current assets		
Tangible fixed assets	233	254
Right-of-use assets	1,423	1,136
Goodwill	10,872	13,483
Intangible asset	2,893	3,659
Other financial assets	1,225	1,456
Deferred tax assets	973	812
Other non-current assets	2	29
Total non-current assets	17,621	20,828
Total assets	37,573	40,556

(Millions of yen)

	Mar. 31, 2025	Mar. 31, 2026
Liabilities and equity		
Liabilities		
Current liabilities		
Short-term loans	2,657	2,348
Operating and other liabilities	3,831	4,570
Other financial liabilities	5,791	4,786
Income taxes payable	906	969
Allowance	78	45
Lease liabilities	542	645
Other current liabilities	1,621	2,040
Total current liabilities	15,426	15,404
Non-current liabilities		
Long-term loans	617	1,359
Allowance	197	231
Lease liabilities	845	435
Other financial liabilities	507	510
Deferred tax liabilities	—	148
Other non-current liabilities	30	16
Total non-current liabilities	2,195	2,699
Total liabilities	17,622	18,103
Equity		
Common stock	125	125
Capital surplus	4,532	3,768
Retained earnings	20,355	23,458
Treasury shares	(5,033)	(4,852)
Other	0	11
Total equity attributable to owners of the parent	19,980	22,510
Non-controlling interest	(29)	(56)
Total Equity	19,951	22,453
Total liabilities and equity	37,573	40,556

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

(Millions of yen)

	Apr. 1, 2024 – Mar. 31, 2025	Apr. 1, 2025 – Mar. 31, 2026
Revenue	25,450	29,221
Cost of sales	(4,545)	(5,687)
Gross profit	20,905	23,535
Selling, general and administrative expenses	(15,248)	(17,642)
Other revenue	69	56
Other expense	(69)	(36)
Operating income	5,657	5,913
Financial revenue	33	72
Financial expense	(33)	(39)
Share of profit (loss) of entities accounted for using equity method	(0)	(0)
Income before income tax	5,657	5,946
Income taxes-current	(1,792)	(1,817)
Net income	3,865	4,130
Attribution of net income		
Owner of the parent company	3,872	4,157
Non-controlling interest	(7)	(27)
Net earnings per share		
Basic earnings per share	38.13	41.66
Diluted earnings per share	38.08	41.64

Consolidated Statements of Comprehensive Income

(Millions of yen)

	Apr. 1, 2024 – Mar. 31, 2025	Apr. 1, 2025 – Mar. 31, 2026
Net income	3,865	4,130
Other comprehensive income		
Items that will not be reclassified to net income		
Changes in equity instrument measured at fair value through other comprehensive income	8	11
Total items that will not be reclassified to net income	8	11
Items that may be reclassified subsequently to net income		
Exchange difference on foreign operation	8	1
Total Items that may be reclassified subsequently to net income	8	1
Total other comprehensive income	16	12
Comprehensive income	3,881	4,142
Comprehensive income attributed		
Owner of the parent company	3,888	4,169
Non-controlling interest	(7)	(27)

(3) Consolidated Statements of Changes in Equity

Apr. 1, 2024 – March 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, 2024	125	4,969	17,159	(2,801)	(4)	19,449	—	19,449
Net income	—	—	3,872	—	—	3,872	(7)	3,865
Other comprehensive income	—	—	—	—	16	16	—	16
Net comprehensive income	—	—	3,872	—	16	3,888	(7)	3,881
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 March 31, 2025	125	4,532	20,355	(5,033)	0	19,980	(29)	19,951

Apr. 1, 2025 – March 31, 2026

	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	—	—	4,157	—	—	4,157	(27)	4,130
Other comprehensive income	—	—	—	—	12	12	—	12
Net comprehensive income	—	—	4,157	—	12	4,169	(27)	4,142
Issuance of stock acquisition rights	—	(6)	—	108	(1)	102	—	102
Dividends	—	—	(1,054)	—	—	(1,054)	—	(1,054)
Purchase of treasury shares	—	—	—	(687)	—	(687)	—	(687)
Cancellation of treasury shares	—	(759)	—	759	—	—	—	—
Other	—	1	—	—	(1)	0	—	0
Total transaction amount with owner	—	(764)	(1,054)	181	(2)	(1,640)	—	(1,640)
Balance on March 31, 2026	125	3,768	23,458	(4,852)	11	22,510	(56)	22,453

(4) Consolidated Statement of Cash Flows

(Millions of yen)

	Apr. 1, 2024 – March 31, 2025	Apr. 1, 2025 – March 31, 2026
Cash flows from operating activities		
Income before income tax	5,657	5,946
Depreciation and amortization	1,395	1,672
Financial expense (financial revenue)	(0)	(34)
Decrease (increase) in trade and other receivables	(623)	(1,010)
Decrease (increase) in advance payments to suppliers	333	36
Increase (decrease) in trade and other payables	660	578
Increase (decrease) in advances received	(257)	19
Increase (decrease) in deposits	1,177	(1,177)
Increase (decrease) in accrued consumption tax	(120)	(70)
Others	96	(75)
Subtotal	8,319	5,885
Interest and dividends received	6	29
Interest paid	(23)	(35)
Income taxes paid	(1,344)	(1,636)
Income taxes return	374	7
Cash flows from operating activities	7,331	4,250
Cash flows from investing activities		
Purchase of tangible fixed assets	(160)	(132)
Purchase of intangible assets	(1,147)	(1,126)
Purchase of investment securities	(169)	–
Proceeds from leasehold and guarantee deposits	44	20
Payments for acquisition in subsidiaries resulting in change in scope of consolidation	(1,027)	(2,439)
Others	9	(148)
Cash flows from investing activities	(2,449)	(3,825)
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	(1,872)	(2,081)
Repayment of lease liabilities	(533)	(652)
Proceeds from exercise of stock acquisition rights	223	102
Dividends paid	(676)	(1,054)
Purchase of treasury stock	(2,481)	(688)
Other	0	1
Cash flows from financing activities	(3,838)	(2,018)
Effects of exchange rate changes on cash and cash equivalents	10	19
Increase (decrease) in cash and cash equivalents	1,054	(1,573)
Cash and cash equivalents at the beginning of the period	13,241	14,295
Cash and cash equivalents at the end of the period	14,295	12,722