

May 27, 2026

Movin Strategic Career Co., Ltd.

(Securities Code: 421A)

**Notice Regarding the Publication of a Short Comment Introducing Our Group
by FISCO Ltd.**

Movin Strategic Career Co., Ltd. (Head Office: Minato-ku, Tokyo; President and Representative Director: Kimihiko Kamikawa) hereby announces that FISCO Ltd. published a short comment regarding our Group dated May 27, 2026, as outlined below.

We hope that this comment will help investors gain a deeper understanding of our Group.

1. FISCO Ltd.

URL: <https://web.fisco.jp/platform/market-news/0009350020260527036>

The linked page is owned and operated by FISCO Ltd.

2. Yahoo! Finance (available for a limited period)

URL: <https://finance.yahoo.co.jp/news/detail/5dd90d4860880c6cb6ffb568833fdd32fee0f862>

The linked page is owned and operated by Yahoo! Finance.

3. Kabutan News

URL: <https://kabutan.jp/news/marketnews/?&b=n202605270886>

The linked page is owned and operated by Kabutan.

■ The English translation of the short comment by FISCO Ltd. is as follows.

Movin: A Double-Bagger Candidate — New Medium-Term Plan Aims for ¥10 Billion in Revenue under the “Lifelong Career Hub” Strategy

Movin Strategic Career Co., Ltd. <421A> has increased the likelihood of achieving its medium-term management plan following strong earnings growth in the first quarter of the fiscal year ending December 2026. Although the share price has continued to face limited upside momentum, if the achievement of the plan comes into view, a share price of ¥5,000 could also become a realistic target, compared with the current price of ¥2,470.

The Company operates a fee-based employment placement business and was established in 2000. It

was listed on the Tokyo Stock Exchange Growth Market in October 2025. Movin aims to evolve into a “lifelong career hub” that professional talent can rely on at every stage of their careers, while contributing to the resolution of Japan’s social challenges as an intellectual infrastructure provider. Its business portfolio consists of a single segment, the recruitment business, with a primary focus on high-end talent placement for professional firms such as consulting firms, strategy firms, IT firms, M&A advisory firms, and private equity funds. President and Representative Director Mr. Kamikawa previously worked at Boston Consulting Group, and the Company’s competitive strength is supported by a management foundation built on deep industry knowledge and more than 25 years of business experience. Recently, backed by rapidly expanding demand for AI consulting, the average fee per successful placement exceeded ¥4 million for the first time, further enhancing the Company’s presence in the high-end talent market.

The Company’s greatest strength lies in its customer acquisition model, which utilizes its proprietary media. As an agent specializing in the consulting industry with more than 25 years of experience, Movin has built a strong SEO position through its official website, which contains more than 28,700 pages of content. As a result, the Company has established a system to consistently attract young professional talent in their 20s and 30s while limiting dependence on external media and spending almost nothing on advertising. Based on a database of approximately 114,000 candidates accumulated to date, the Company aims to maximize LTV, or lifetime value. Supported by this proprietary customer acquisition capability, Movin has realized a highly profitable model with a gross profit margin exceeding 95%. More recently, the Company has also been improving matching accuracy and productivity through the use of generative AI, further strengthening its high-profitability model.

In terms of the market environment, while Japan faces the structural challenge of a declining working-age population, demand for “AI consulting” associated with the adoption of generative AI is rapidly expanding in the consulting industry, in addition to DX-related demand. As a result, the need for professional talent has reached unprecedented levels. To capture this strong demand, the Company is simultaneously enhancing repeat-user support through its proprietary “Concierge Desk” and improving both matching accuracy and career advisor productivity through the use of generative AI. Productivity per career advisor in the first quarter increased by 14.4% year on year, further accelerating the Company’s differentiation from competitors through the use of technology.

For the first quarter of the fiscal year ending December 2026, the Company recorded revenue of ¥1,338 million, up 54.8% year on year; operating profit of ¥658 million, up 47.4%; and quarterly net income of ¥436 million, up 49.0%. Supported by the rapid expansion of demand for AI consulting, the average fee per successful career transition exceeded ¥4 million for the first time, while the number of successful placements increased by approximately 1.5 times year on year, resulting in substantial revenue growth.

On the profit side, from the current fiscal year the Company changed its method for recording provisions for bonuses so that they are recognized in proportion to the annual progress of revenue.

Although this resulted in a negative impact of approximately ¥120 million on profit in the first quarter, the Company still recorded a significant increase in profit compared with the same period of the previous year, driven by substantial revenue growth and a 14.4% year-on-year improvement in productivity per career advisor.

For the fiscal year ending December 2026, the Company forecasts revenue of ¥5,800 million, up 52.6% year on year; operating profit of ¥2,660 million, up 50.9%; and net income of ¥1,750 million, up 51.7%. In light of the rapid expansion of AI consulting demand and the increase in the average fee per successful placement, the Company made a substantial upward revision to its initial full-year forecasts of ¥5,000 million in revenue, ¥2,290 million in operating profit, and ¥1,590 million in net income. Revenue continues to grow at an extremely high pace, supported by the fact that ¥1,225 million had already been secured through successful placements at the beginning of the fiscal year, and first-quarter progress significantly exceeded the plan. On the profit side as well, despite absorbing the impact of the change in the method for recording provisions for bonuses, the Company expects profit to increase substantially beyond its initial forecast, supported by the continued hiring of career advisors and improvements in productivity per advisor.

Under the three-year medium-term management plan that began in the fiscal year ending December 2026, the Company targets revenue of ¥10,000 million and operating profit of ¥4,600 million in the final year, the fiscal year ending December 2028. The key growth drivers are the hiring and training of career advisors, as well as strengthened customer acquisition through SEO and database marketing. The Company plans to increase the number of career advisors to more than 260 by the end of the fiscal year ending December 2028, more than double the number at the end of the previous fiscal year, while maintaining productivity through training. In addition, the Company is considering strengthening its customer acquisition and support functions through M&A, as well as expanding into the market for CxO talent at operating companies. However, the effects of M&A are not incorporated into the current plan.

Regarding shareholder returns, the Company intends to prioritize growth investment in order to enhance corporate value. It plans to pay no dividends for the fiscal years ending December 2025 and December 2026. Funds raised through the IPO will be allocated to career advisor recruitment costs and personnel expenses, and the Company is expected to remain in a growth investment phase for the time being.

Based on the IPO opening price of ¥2,502, the Company's share price implies a P/E ratio of 12.1x, which is an inexpensive level compared with the average of comparable companies, at approximately 23.8x to 25.2x. In addition, if the achievement of the medium-term management plan comes into view, calculations suggest that the share price could approach ¥5,000. Going forward, the key points for a revaluation will be the establishment of the Company's position as a "lifelong career hub" and further improvements in profitability through the use of AI. Given the Company's highly profitable business structure and the strong tailwind from demand for AI consulting, future trends in the market's

valuation of the Company warrant close attention.

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FISCO Ltd.

■About Movin Strategic Career Co., Ltd.

Movin Strategic Career Co., Ltd. operates a recruitment business specializing in professional fields, including consulting firms. Since its founding in 1996, the Company has provided high-quality career transition support services to both job seekers and hiring companies, leveraging its deep knowledge of the consulting industry and its strength in providing long-term support for the career development of professional talent.

The Company aims to evolve beyond a conventional recruitment agency into a “lifelong career hub,” where professional talent can continuously seek advice at each stage of their career advancement and career change. Going forward, the Company will continue working to address social issues through the appropriate placement of human resources.

Company Name: Movin Strategic Career Co., Ltd.

Securities Code: 421A (Tokyo Stock Exchange Growth Market)

Representative: Kimihiko Kamikawa, President and Representative Director

Location: Midtown Tower 7F, 9-7-1 Akasaka, Minato-ku, Tokyo

Established: December 2000 (Founded: 1996)

Business Description: Recruitment services

License Number from the Minister of Health, Labour and Welfare: 13-Yu-040418

Website: <https://www.movin.co.jp/>

■Contact for Inquiries Regarding This Matter

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Investor Relations

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