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## Consolidated Financial Results for the Nine Months Ended December 31, 2021 [Japanese GAAP]

February 14, 2022

Company name: RareJob, Inc.  
Stock exchange listing: Tokyo  
Code number: 6096  
URL: <https://www.rarejob.co.jp>  
Representative: Gaku Nakamura, CEO  
Contact: Naoki Morita, Executive Officer & CFO  
Phone: 03-5468-7401  
Scheduled date of filing quarterly securities report: February 14, 2022  
Scheduled date of commencing dividend payments: -  
Availability of supplementary briefing material on quarterly financial results: Yes  
Schedule of quarterly financial results briefing session: No

(Amounts of less than one million yen are rounded down)

### 1. Consolidated Financial Results for the Nine Months Ended December 31, 2021 (April 01, 2021 to December 31, 2021)

#### (1) Consolidated Operating Results (% indicates changes from the previous corresponding period.)

|  | Net sales   |      | Operating profit |        | Ordinary profit |        | Profit attributable to owners of parent |        |
|--|-------------|------|------------------|--------|-----------------|--------|---|--------|
|  | Million yen | %    | Million yen      | %      | Million yen     | %      | Million yen                             | %      |
| Nine months ended<br>December 31, 2021 | 4,132       | 2.8  | 290              | (52.2) | 257             | (55.2) | 186                                     | (48.4) |
| December 31, 2020                      | 4,019       | 21.8 | 607              | 68.0   | 574             | 70.1   | 361                                     | 92.6   |

(Note) Comprehensive income: Nine months ended December 31, 2021: ¥ 159 million [ (56.8)%]  
Nine months ended December 31, 2020: ¥ 369 million [ 94.4%]

|  | Basic earnings per share | Diluted earnings per share |
|--|--------------------------|----------------------------|
|  | Yen                      | Yen                        |
| Nine months ended<br>December 31, 2021 | 20.19                    | 19.65                      |
| December 31, 2020                      | 39.97                    | 38.16                      |

#### (2) Consolidated Financial Position

|                            | Total assets | Net assets  | Capital adequacy ratio |
|----------------------------|--------------|-------------|------------------------|
|                            | Million yen  | Million yen | %                      |
| As of<br>December 31, 2021 | 6,469        | 2,437       | 33.6                   |
| March 31, 2021             | 4,468        | 2,116       | 41.2                   |

(Reference) Equity: As of December 31, 2021: ¥ 2,175 million  
As of March 31, 2021: ¥ 1,839 million

## 2. Dividends

|   | Annual dividends |                 |                 |          |       |
|---|------------------|-----------------|-----------------|----------|-------|
|   | 1st quarter-end  | 2nd quarter-end | 3rd quarter-end | Year-end | Total |
|   | Yen              | Yen             | Yen             | Yen      | Yen   |
| Fiscal year ended March 31, 2021                | -                | 0.00            | -               | 10.00    | 10.00 |
| Fiscal year ending March 31, 2022               | -                | 0.00            | -               |          |       |
| Fiscal year ending March 31, 2022<br>(Forecast) |                  |                 |                 | 11.00    | 11.00 |

(Note) Revision to the forecast for dividends announced most recently: No

## 3. Consolidated Financial Results Forecast for the Fiscal Year Ending March 31, 2022(April 01, 2021 to March 31, 2022)

(% indicates changes from the previous corresponding period.)

|           | Net sales   |     | Operating profit |        | Ordinary profit |        | Profit attributable to owners of parent |        | Basic earnings per share |
|-----------|-------------|-----|------------------|--------|-----------------|--------|---|--------|--------------------------|
|           | Million yen | %   | Million yen      | %      | Million yen     | %      | Million yen                             | %      | Yen                      |
| Full year | 5,650       | 6.0 | 250              | (62.6) | 200             | (68.2) | 120                                     | (69.3) | 13.00                    |

(Note) Revision to the financial results forecast announced most recently: No

### \* Notes:

#### (1) Changes in significant subsidiaries during the nine months ended December 31, 2021

(changes in specified subsidiaries resulting in changes in scope of consolidation): Yes

New 1 (Company name: shikaku square, Inc. )

Exclusion: -

#### (2) Accounting policies adopted specially for the preparation of quarterly consolidated financial statements: No

#### (3) Changes in accounting policies, changes in accounting estimates and retrospective restatement

1) Changes in accounting policies due to the revision of accounting standards: Yes

2) Changes in accounting policies other than 1) above: No

3) Changes in accounting estimates: No

4) Retrospective restatement: No

#### (4) Total number of issued shares (common shares)

##### 1) Total number of issued shares at the end of the period (including treasury shares):

December 31, 2021: 9,658,000 shares

March 31, 2021: 9,541,600 shares

##### 2) Total number of treasury shares at the end of the period:

December 31, 2021: 354,024 shares

March 31, 2021: 460,801 shares

##### 3) Average number of shares during the period:

Nine months ended December 31, 2021: 9,234,039 shares

Nine months ended December 31, 2020: 9,036,845 shares

\* This financial report is not subject to the statutory quarterly review by a certified public accountant or audit firm.

### \* Explanation about the proper use of earnings forecasts, other special notes

The forward-looking statements, including results forecasts, contained in this document are based on information the Company has obtained as of today and certain assumptions the Company considers reasonable. The Company does not guarantee its achievement of the forward-looking statements. Actual results may differ significantly depending on a variety of factors.

Quarterly Consolidated Financial Statements  
Quarterly Consolidated Balance Sheets

(Thousand yen)

|                                     | As of March 31,2021 | As of December 31,2021 |
|-------------------------------------|---------------------|------------------------|
| <b>Assets</b>                       |                     |                        |
| Current assets                      |                     |                        |
| Cash and deposits                   | 2,860,209           | 3,110,459              |
| Deposits paid                       | 6,161               | 1,523                  |
| Accounts receivable - trade         | 225,737             | 127,732                |
| Prepaid expenses                    | 61,491              | 100,021                |
| Derivatives                         | 38,594              | 6,560                  |
| Other                               | 21,957              | 119,869                |
| Total current assets                | 3,214,152           | 3,466,166              |
| Non-current assets                  |                     |                        |
| Property, plant and equipment       |                     |                        |
| Buildings                           | 144,324             | 114,439                |
| Accumulated depreciation            | (56,801)            | (42,051)               |
| Buildings, net                      | 87,522              | 72,387                 |
| Tools, furniture and fixtures       | 172,719             | 200,261                |
| Accumulated depreciation            | (118,624)           | (138,758)              |
| Tools, furniture and fixtures, net  | 54,094              | 61,503                 |
| Vehicles                            | 2,374               | 2,418                  |
| Accumulated depreciation            | (1,820)             | (2,216)                |
| Vehicles, net                       | 554                 | 201                    |
| Right-of use assets                 | 391,404             | 283,012                |
| Accumulated depreciation            | (45,773)            | (74,269)               |
| Accumulated impairment loss         | (25,896)            | (27,287)               |
| Right-of-use assets,net             | 319,734             | 181,455                |
| Total property, plant and equipment | 461,905             | 315,548                |
| Intangible assets                   |                     |                        |
| Trademark right                     | 2,116               | 1,892                  |
| Software                            | 312,336             | 507,010                |
| Software in progress                | 200,936             | 25,225                 |
| Goodwill                            | 70,715              | 913,234                |
| Other                               | 330                 | 522                    |
| Total intangible assets             | 586,435             | 1,447,885              |
| Investments and other assets        |                     |                        |
| Investment securities               | 32,940              | 1,015,008              |
| Leasehold deposits                  | 104,561             | 126,464                |
| Deferred tax assets                 | 57,261              | 69,560                 |
| Other                               | 11,322              | 28,490                 |
| Total investments and other assets  | 206,086             | 1,239,523              |
| Total non-current assets            | 1,254,427           | 3,002,957              |
| Total assets                        | 4,468,579           | 6,469,124              |

(Thousand yen)

|   | As of March 31,2021 | As of December 31,2021 |
|---|---------------------|------------------------|
| <b>Liabilities</b>                                    |                     |                        |
| Current liabilities                                   |                     |                        |
| Current portion of long-term borrowings               | 30,000              | 214,400                |
| Lease obligations                                     | 46,812              | 41,336                 |
| Accounts payable - other                              | 179,172             | 199,688                |
| Accrued expenses                                      | 237,007             | 289,609                |
| Income taxes payable                                  | 163,653             | 13,742                 |
| Accrued consumption taxes                             | 154,312             | 62,846                 |
| Advances received                                     | 132,568             | 835,174                |
| Deposits received                                     | 25,511              | 40,312                 |
| Provision for bonuses                                 | 45,663              | 46,795                 |
| Other   | 22,754              | 50,204                 |
| Total current liabilities                             | 1,037,458           | 1,794,109              |
| Non-current liabilities                               |                     |                        |
| Long-term borrowings                                  | 960,000             | 1,986,900              |
| Retirement benefit liability                          | 51,996              | 58,681                 |
| Lease obligations                                     | 298,039             | 185,273                |
| Asset retirement obligations                          | 2,984               | 5,727                  |
| Provision for bonuses                                 | 242                 | 606                    |
| Other   | 974                 | 764                    |
| Total non-current liabilities                         | 1,314,238           | 2,237,952              |
| Total liabilities                                     | 2,351,696           | 4,032,062              |
| <b>Net assets</b>                                     |                     |                        |
| Shareholders' equity                                  |                     |                        |
| Share capital   | 582,082             | 606,699                |
| Capital surplus                                       | 618,074             | 787,446                |
| Retained earnings                                     | 916,302             | 1,011,927              |
| Treasury shares                                       | (289,968)           | (222,263)              |
| Total shareholders' equity                            | 1,826,490           | 2,183,810              |
| Accumulated other comprehensive income                |                     |                        |
| Valuation difference on available-for-sale securities | (1,146)             | (521)                  |
| Deferred gains or losses on hedges                    | 26,776              | 4,551                  |
| Foreign currency translation adjustment               | 5,883               | 3,554                  |
| Remeasurements of defined benefit plans               | (18,727)            | (16,335)               |
| Total accumulated other comprehensive income          | 12,786              | (8,750)                |
| Share acquisition rights                              | 92,741              | 82,520                 |
| Non-controlling interests                             | 184,864             | 179,481                |
| Total net assets                                      | 2,116,882           | 2,437,062              |
| Total liabilities and net assets                      | 4,468,579           | 6,469,124              |

Quarterly Consolidated Statements of Income and Comprehensive Income  
Quarterly Consolidated Statements of Income (For the nine months)

(Thousand yen)

|   | For the nine months<br>ended December 31,2020 | For the nine months<br>ended December 31,2021 |
|---|---|---|
| Net sales   | 4,019,937                                     | 4,132,540                                     |
| Cost of sales   | 1,620,273                                     | 1,698,075                                     |
| Gross profit  | 2,399,664                                     | 2,434,464                                     |
| Selling, general and administrative expenses                  | 1,791,892                                     | 2,144,237                                     |
| Operating profit  | 607,771                                       | 290,227                                       |
| Non-operating income  |   |   |
| Interest income   | 115   | 110   |
| Share of profit of entities accounted for using equity method | -   | 8,640   |
| Subsidy income  | 14,252  | -   |
| Other   | 2,646   | 2,676   |
| Total non-operating income                                    | 17,014  | 11,427  |
| Non-operating expenses  |   |   |
| Interest expenses   | 6,449   | 11,616  |
| Foreign exchange losses                                       | 10,818  | 11,475  |
| Share of loss of entities accounted for using equity method   | 609   | -   |
| Depreciation  | -   | 13,450  |
| Market change expenses  | 31,380  | -   |
| Other   | 607   | 7,496   |
| Total non-operating expenses                                  | 49,864  | 44,038  |
| Ordinary profit   | 574,921                                       | 257,615                                       |
| Extraordinary income  |   |   |
| Gain on sale of non-current assets                            | 111   | 1,515   |
| Gain on reversal of share acquisition rights                  | -   | 6,993   |
| Total extraordinary income                                    | 111   | 8,509   |
| Extraordinary losses  |   |   |
| Loss on sale of non-current assets                            | 32  | -   |
| Loss on retirement of non-current assets                      | 897   | 75  |
| Loss on withdrawal from business                              | 4,014   | 2,083   |
| Office relocation expenses                                    | -   | 19,559  |
| Total extraordinary losses                                    | 4,944   | 21,719  |
| Profit before income taxes                                    | 570,088                                       | 244,405                                       |
| Income taxes - current  | 207,121                                       | 66,887  |
| Income taxes for prior periods                                | 551   | -   |
| Income taxes - deferred                                       | (5,235)                                       | (3,530)                                       |
| Total income taxes  | 202,437                                       | 63,357  |
| Profit  | 367,650                                       | 181,047                                       |
| Profit (loss) attributable to non-controlling interests       | 6,423   | (5,385)                                       |
| Profit attributable to owners of parent                       | 361,227                                       | 186,433                                       |

Quarterly Consolidated Statements of Comprehensive Income (For the nine months)

(Thousand yen)

|  | For the nine months<br>ended December 31,2020 | For the nine months<br>ended December 31,2021 |
|--|---|---|
| Profit   | 367,650                                       | 181,047                                       |
| Other comprehensive income                                     |   |   |
| Valuation difference on available-for-sale securities          | (176)   | 625   |
| Deferred gains or losses on hedges                             | (1,304)                                       | (22,224)                                      |
| Foreign currency translation adjustment                        | 2,532   | (2,329)                                       |
| Remeasurements of defined benefit plans, net of tax            | 834   | 2,392   |
| Total other comprehensive income                               | 1,886   | (21,536)                                      |
| Comprehensive income   | 369,537                                       | 159,510                                       |
| Comprehensive income attributable to                           |   |   |
| Comprehensive income attributable to owners of parent          | 362,658                                       | 164,383                                       |
| Comprehensive income attributable to non-controlling interests | 6,878   | (4,872)                                       |