

*Note: This document is a translation of a part of the original Japanese version and provided for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.*

## Consolidated Financial Results for the Nine Months Ended December 31, 2022 [Japanese GAAP]

February 14, 2023

Company name: RareJob, Inc.  
 Stock exchange listing: Tokyo  
 Code number: 6096  
 URL: <https://www.rarejob.co.jp>  
 Representative: Gaku Nakamura, CEO  
 Contact: Shunichi Tsubouchi, Executive Officer & CSO  
 Phone: 03-5468-7401  
 Scheduled date of filing quarterly securities report: February 14, 2023  
 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, 2022 (April 01, 2022 to December 31, 2022)

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

	Net sales		EBITDA*		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%
Nine months ended December 31, 2022	4,364	5.6	415	(12.5)	176	(39.0)	229	(10.7)	163	(12.2)
December 31, 2021	4,132	2.8	475	(39.6)	290	(52.2)	257	(55.2)	186	(48.4)

\*EBITDA = Operating profit + Depreciation and amortization + Amortization of goodwill

(Note) Comprehensive income:   Nine months ended December 31, 2022:   ¥     117 million   [ (26.2)%]  
   Nine months ended December 31, 2021:   ¥     159 million   [ (56.8)%]

	Basic earnings per share	Diluted earnings per share
Nine months ended	Yen	Yen
December 31, 2022	17.52	17.39
December 31, 2021	20.19	19.65

#### (2) Consolidated Financial Position

	Total assets	Net assets	Capital adequacy ratio
As of	Million yen	Million yen	%
December 31, 2022	6,285	2,556	37.2
March 31, 2022	6,343	2,479	35.0

(Reference) Equity:   As of December 31, 2022:   ¥     2,337 million  
                                   As of March 31, 2022:     ¥     2,219 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, 2022	-	0.00	-	11.00	11.00
Fiscal year ending March 31, 2023	-	0.00	-		
Fiscal year ending March 31, 2023 (Forecast)				0.00	0.00

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

## 3. Consolidated Financial Results Forecast for the Fiscal Year Ending March 31, 2023(April 01, 2022 to March 31, 2023)

(% indicates changes from the previous corresponding period.)

	Net sales		EBITDA		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Full year	6,800	21.5	605	4.1	230	(21.1)	410	69.3	310	67.6	33.07

(Note) Revision to the financial results forecast announced most recently: Yes

### \* Notes:

(1) Changes in significant subsidiaries during the nine months ended December 31, 2022

(changes in specified subsidiaries resulting in changes in scope of consolidation): No

(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: No

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, 2022: 9,760,800 shares

March 31, 2022: 9,658,000 shares

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

December 31, 2022: 302,663 shares

March 31, 2022: 354,024 shares

3) Average number of shares during the period:

Nine months ended December 31, 2022: 9,346,215 shares

Nine months ended December 31, 2021: 9,234,039 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, and 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 31,2022	As of December 31,2022
<b>Assets</b>		
Current assets		
Cash and deposits	3,116,675	3,195,724
Deposits paid	4,759	-
Accounts receivable - trade	121,585	130,284
Prepaid expenses	82,152	109,223
Derivatives	50,437	6,713
Other	127,536	83,490
<b>Total current assets</b>	<b>3,503,147</b>	<b>3,525,435</b>
Non-current assets		
Property, plant and equipment		
Buildings	110,530	98,690
Accumulated depreciation	(43,949)	(37,908)
Buildings, net	66,581	60,781
Tools, furniture and fixtures	192,014	179,653
Accumulated depreciation	(135,870)	(128,835)
Tools, furniture and fixtures, net	56,144	50,818
Vehicles	2,461	2,690
Accumulated depreciation	(2,379)	(2,690)
Vehicles, net	82	0
Right-of use assets	80,779	88,285
Accumulated depreciation	(12,311)	(24,098)
Right-of-use assets,net	68,468	64,187
<b>Total property, plant and equipment</b>	<b>191,276</b>	<b>175,787</b>
Intangible assets		
Trademark right	1,738	2,998
Software	456,224	460,852
Software in progress	88,812	117,375
Goodwill	846,092	775,755
Content assets	65,130	60,076
Other	690	1,000
<b>Total intangible assets</b>	<b>1,458,689</b>	<b>1,418,059</b>
Investments and other assets		
Investment securities	1,007,791	977,074
Leasehold deposits	110,359	106,009
Deferred tax assets	46,024	46,148
Other	25,947	37,272
<b>Total investments and other assets</b>	<b>1,190,123</b>	<b>1,166,505</b>
<b>Total non-current assets</b>	<b>2,840,088</b>	<b>2,760,353</b>
<b>Total assets</b>	<b>6,343,236</b>	<b>6,285,789</b>

(Thousand yen)

	As of March 31,2022	As of December 31,2022
<b>Liabilities</b>		
Current liabilities		
Current portion of long-term borrowings	1,142,972	1,142,968
Lease liabilities	11,556	10,724
Accounts payable - other	198,175	140,463
Accrued expenses	251,325	296,619
Income taxes payable	10,798	48,565
Accrued consumption taxes	54,089	74,057
Advances received	717,013	757,358
Deposits received	23,755	37,926
Refund liabilities	-	2,235
Provision for bonuses	71,919	34,943
Provision for loss on business liquidation	9,254	-
Derivatives liabilities	-	9,049
Other	38,796	19,899
Total current liabilities	2,529,655	2,574,810
Non-current liabilities		
Long-term borrowings	1,212,228	1,022,506
Retirement benefit liability	32,330	40,665
Lease liabilities	62,574	59,642
Asset retirement obligations	3,271	3,297
Deferred tax liabilities	22,535	27,855
Provision for bonuses	363	-
Other	1,056	675
Total non-current liabilities	1,334,359	1,154,641
Total liabilities	3,864,015	3,729,452
<b>Net assets</b>		
Shareholders' equity		
Share capital	606,699	627,953
Capital surplus	787,446	811,563
Retained earnings	1,010,441	1,071,817
Treasury shares	(222,263)	(187,186)
Total shareholders' equity	2,182,324	2,324,148
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,346	3,235
Deferred gains or losses on hedges	34,993	(1,569)
Foreign currency translation adjustment	7,425	20,012
Remeasurements of defined benefit plans	(6,687)	(7,881)
Total accumulated other comprehensive income	37,078	13,797
Share acquisition rights	82,520	64,194
Non-controlling interests	177,297	154,196
Total net assets	2,479,220	2,556,337
<b>Total liabilities and net assets</b>	<b>6,343,236</b>	<b>6,285,789</b>

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

(Thousand yen)

	For the nine months ended December 31,2021	For the nine months ended December 31,2022
Net sales	4,132,540	4,364,305
Cost of sales	1,698,075	1,775,020
Gross profit	2,434,464	2,589,284
Selling, general and administrative expenses	2,144,237	2,412,297
Operating profit	290,227	176,987
Non-operating income		
Interest income	110	119
Share of profit of entities accounted for using equity method	8,640	75,359
Subsidy income	-	4,149
Other	2,676	4,083
Total non-operating income	11,427	83,711
Non-operating expenses		
Interest expenses	11,616	10,533
Foreign exchange losses	11,475	10,831
Depreciation	13,450	-
Other	7,496	9,381
Total non-operating expenses	44,038	30,745
Ordinary profit	257,615	229,953
Extraordinary income		
Gain on sale of non-current assets	1,515	1,091
Gain on reversal of share acquisition rights	6,993	9,997
Gain on liquidation of business	-	4,839
Total extraordinary income	8,509	15,928
Extraordinary losses		
Loss on sale of non-current assets	-	1,467
Loss on retirement of non-current assets	75	6,589
Loss on withdrawal from business	2,083	-
Office relocation expenses	19,559	-
Total extraordinary losses	21,719	8,057
Profit before income taxes	244,405	237,823
Income taxes - current	66,887	76,056
Income taxes - deferred	(3,530)	21,519
Total income taxes	63,357	97,576
Profit	181,047	140,247
Loss attributable to non-controlling interests	(5,385)	(23,472)
Profit attributable to owners of parent	186,433	163,719

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

(Thousand yen)

	For the nine months ended December 31,2021	For the nine months ended December 31,2022
Profit	181,047	140,247
Other comprehensive income		
Valuation difference on available-for-sale securities	625	1,889
Deferred gains or losses on hedges	(22,224)	(36,563)
Foreign currency translation adjustment	(2,329)	14,546
Remeasurements of defined benefit plans, net of tax	2,392	(2,439)
Total other comprehensive income	(21,536)	(22,566)
Comprehensive income	159,510	117,680
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	164,383	140,940
Comprehensive income attributable to non-controlling interests	(4,872)	(23,260)