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## Consolidated Financial Results for the Three Months Ended June 30, 2024 [Japanese GAAP]

August 14, 2024

Company name: RareJob, Inc.  
 Stock exchange listing: Tokyo  
 Code number: 6096  
 URL: <https://www.rarejob.co.jp>  
 Representative: Gaku Nakamura, CEO  
 Contact: Yuji Sashikata, Head of Group Collaboration Promotion Office  
 Telephone: +81-3-5468-7401  
 Scheduled date to commence dividend payments: -  
 Preparation of supplementary material on financial results: Yes  
 Holding of financial results briefing: None

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

### 1. Consolidated Financial Results for the Three Months Ended June 30, 2024 (April 1, 2024 to June 30, 2024)

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

	Net sales		EBITDA ※		Operating income		Ordinary income		Net income attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Three months ended June 30, 2024	2,495	(5.2)	167	(46.5)	87	(55.5)	93	(52.1)	56	(78.7)
June 30, 2023	2,630	79.5	313	230.1	196	-	194	254.0	265	500.3

\*EBITDA : Operating income + Depreciation and amortization + Amortization of goodwill

(Note) Comprehensive income: Three months ended June 30, 2024: ¥ 63 million [ (79.9)%]  
 Three months ended June 30, 2023: ¥ 316 million [ 299.8%]

(Note) YoY comparisons for operating income in 1Q 2023 is not shown because it exceeded 1,000%

	Basic earnings per share	Diluted earnings per share
Three months ended June 30, 2024	Yen 5.99	Yen -
June 30, 2023	28.09	27.90

#### (2) Consolidated Financial Position

	Total assets	Net assets	Capital adequacy ratio
As of June 30, 2024	Millions of yen 6,460	Millions of yen 1,752	% 27.1
March 31, 2024	6,256	1,833	29.0

(Reference) Equity: As of June 30, 2024: ¥ 1,752 million  
 As of March 31, 2024: ¥ 1,811 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, 2024	-	0.00	-	13.00	13.00
Fiscal year ending March 31, 2025	-				
Fiscal year ending March 31, 2025 (Forecast)		0.00	-	5.00	5.00

(Note) Revision to the forecast for dividends announced most recently: None

## 3. Consolidated Financial Results Forecast for the Fiscal Year Ending March 31, 2025(April 1, 2024 to March 31, 2025)

(% indicates changes from the previous corresponding period.)

	Net sales		EBITDA		Operating income		Ordinary income		Net income attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	10,200	0.2	515	(55.1)	200	(71.3)	185	(73.6)	70	-	7.41

(Note) Revision to the financial results forecast announced most recently: None

\* Notes:

(1) Significant changes in the scope of consolidation during the period: None

(2) Adoption of accounting treatment specific to the preparation of quarterly consolidated financial statements: None

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

1) Changes in accounting policies due to revisions to accounting standards and other regulations: None

2) Changes in accounting policies other than 1) above: None

3) Changes in accounting estimates: None

4) Retrospective restatement: None

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

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

June 30, 2024: 9,845,600 shares

March 31, 2024: 9,845,600 shares

2) Number of treasury shares at the end of the period:

June 30, 2024: 393,887 shares

March 31, 2024: 388,651 shares

3) Average number of shares outstanding during the period:

Three months ended June 30, 2024: 9,453,442 shares

Three months ended June 30, 2023: 9,455,349 shares

\* Review of the Japanese-language originals of the attached consolidated quarterly financial statements by certified public accountants or an audit firm: None

Quarterly Consolidated Financial Statements  
Quarterly Consolidated Balance Sheets

(Thousands of yen)

	As of March 31, 2024	As of June 30, 2024
<b>Assets</b>		
Current assets		
Cash and deposits	2,664,124	2,716,714
Accounts receivable - trade	661,675	874,281
Prepaid expenses	108,769	128,719
Derivatives	57,597	56,657
Other	108,848	111,081
Total current assets	3,601,015	3,887,455
Non-current assets		
Property, plant and equipment		
Buildings	117,967	114,635
Accumulated depreciation	(53,239)	(53,761)
Buildings, net	64,728	60,873
Tools, furniture and fixtures	196,941	201,375
Accumulated depreciation	(149,045)	(156,286)
Tools, furniture and fixtures, net	47,895	45,089
Vehicles	25,450	25,627
Accumulated depreciation	(19,944)	(20,781)
Vehicles, net	5,506	4,846
Right-of use assets	43,712	53,259
Accumulated depreciation	(30,109)	(33,673)
Right-of-use assets, net	13,602	19,585
Total property, plant and equipment	131,733	130,394
Intangible assets		
Trademark right	2,075	2,014
Software	389,022	374,575
Software in progress	18,534	9,383
Goodwill	980,420	959,141
Customer-related intangible assets	888,959	879,699
Other	622	622
Total intangible assets	2,279,635	2,225,437
Investments and other assets		
Investment securities	2,601	2,649
Leasehold deposits	121,736	119,836
Deferred tax assets	101,368	82,050
Other	18,274	13,045
Total investments and other assets	243,981	217,582
Total non-current assets	2,655,350	2,573,414
Total assets	6,256,365	6,460,870

(Thousands of yen)

	As of March 31, 2024	As of June 30, 2024
<b>Liabilities</b>		
Current liabilities		
Short-term borrowings	-	100,000
Current portion of long-term borrowings	331,368	331,368
Lease liabilities	6,829	10,402
Accounts payable - other	234,223	220,775
Accrued expenses	467,406	667,357
Income taxes payable	63,733	42,677
Accrued consumption taxes	228,223	195,001
Advances received	483,315	604,130
Deposits received	39,284	94,705
Provision for bonuses	85,536	35,203
Other	32,873	38,889
Total current liabilities	1,972,794	2,340,510
Non-current liabilities		
Long-term borrowings	2,088,496	2,005,654
Retirement benefit liability	30,777	34,060
Lease liabilities	6,466	9,134
Asset retirement obligations	3,073	3,075
Deferred tax liabilities	320,370	314,967
Other	765	812
Total non-current liabilities	2,449,949	2,367,704
<b>Total liabilities</b>	<b>4,422,744</b>	<b>4,708,215</b>
<b>Net assets</b>		
Shareholders' equity		
Share capital	657,207	657,207
Capital surplus	641,113	641,113
Retained earnings	700,095	633,777
Treasury shares	(278,626)	(278,626)
Total shareholders' equity	1,719,790	1,653,471
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	293	326
Deferred gains or losses on hedges	56,979	55,568
Foreign currency translation adjustment	28,915	36,958
Remeasurements of defined benefit plans	5,832	6,327
Total accumulated other comprehensive income	92,020	99,181
Share acquisition rights	21,807	-
Non-controlling interests	2	2
<b>Total net assets</b>	<b>1,833,621</b>	<b>1,752,655</b>
<b>Total liabilities and net assets</b>	<b>6,256,365</b>	<b>6,460,870</b>

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

(Thousands of yen)

	For the three months ended June 30, 2023	For the three months ended June 30, 2024
Net sales	2,630,830	2,495,176
Cost of sales	1,479,424	1,450,628
Gross income	1,151,405	1,044,548
Selling, general and administrative expenses	954,716	957,021
Operating income	196,689	87,527
Non-operating income		
Interest income	32	1,163
Foreign exchange gains	-	5,762
Commission income	3,600	3,209
Subsidy income	-	800
Other	2,219	263
Total non-operating income	5,851	11,199
Non-operating expenses		
Interest expenses	4,016	3,460
Foreign exchange losses	904	-
Share of loss of entities accounted for using equity method	311	-
Penalty payments	-	2,000
Other	2,666	51
Total non-operating expenses	7,898	5,511
Ordinary income	194,641	93,214
Extraordinary income		
Gain on reversal of share acquisition rights	10,265	21,807
Gain on step acquisitions	11,748	-
Gain on liquidation of business	3,577	-
Total extraordinary income	25,591	21,807
Extraordinary losses		
Loss on retirement of non-current assets	-	3,031
Loss on cancellation of insurance policies	5,331	-
Loss on withdrawal from business	7,000	-
Loss on valuation of investment securities	12,388	-
Total extraordinary losses	24,719	3,031
Net income before income taxes	195,513	111,990
Income taxes - current	60,792	41,068
Income taxes - deferred	(130,849)	14,301
Total income taxes	(70,057)	55,370
Net income	265,570	56,620
Net income (loss) attributable to non-controlling interests	0	(0)
Net income attributable to owners of parent	265,570	56,621

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

(Thousands of yen)

	For the three months ended June 30, 2023	For the three months ended June 30, 2024
Net income	265,570	56,620
Other comprehensive income		
Valuation difference on available-for-sale securities	2,930	33
Deferred gains or losses on hedges	49,240	(1,411)
Foreign currency translation adjustment	(1,194)	8,042
Remeasurements of defined benefit plans, net of tax	245	495
Total other comprehensive income	51,221	7,160
Comprehensive income	316,792	63,780
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	316,791	63,781
Comprehensive income attributable to non-controlling interests	0	(0)