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## Consolidated Financial Results for the Year Ended March 31, 2021 [Japanese GAAP]

May 13, 2021

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 Annual General Meeting of Shareholders: June 24, 2021  
 Scheduled date of commencing dividend payments: June 25, 2021  
 Scheduled date of filing annual securities report: June 24, 2021  
 Availability of supplementary briefing material on annual financial results: Yes  
 Schedule of annual financial results briefing session: Yes (for analysts and institutional investors)

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

### 1. Consolidated Financial Results for the Fiscal Year Ended March 31, 2021 (April 01, 2020 to March 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	%
Fiscal year ended March 31, 2021	5,331	18.2	669	49.8	628	51.3	391	90.7
March 31, 2020	4,512	24.0	446	150.6	415	145.4	205	64.7

(Note) Comprehensive income: Fiscal year ended March 31, 2021: ¥ 405 million [ 121.5%]  
 Fiscal year ended March 31, 2020: ¥ 183 million [ 17.4%]

	Basic earnings per share	Diluted earnings per share	Rate of return on equity	Ordinary profit to total assets ratio	Operating profit to net sales ratio
	Yen	Yen	%	%	%
Fiscal year ended March 31, 2021	43.26	41.33	24.4	15.7	12.5
March 31, 2020	22.67	21.79	15.2	13.7	9.9

(Reference) Equity in earnings (losses) of affiliated companies: Fiscal year ended March 31, 2021: ¥ (1) million  
 Fiscal year ended March 31, 2020: ¥ (14) million

(Note) The Company conducted two 2-for-1 common stock splits. The first one became effective on June 1, 2019 based on the board resolution dated on April 11, 2019. The second one became effective on December 6, 2019 based on the board resolution dated on November 14, 2019. Basic earnings per share and diluted earnings per share are calculated as if these stock splits had taken place at the beginning of the previous fiscal year.

#### (2) Consolidated Financial Position

	Total assets	Net assets	Capital adequacy ratio	Net assets per share
	Million yen	Million yen	%	Yen
As of March 31, 2021	4,468	2,116	41.2	202.55
March 31, 2020	3,557	1,602	38.4	151.49

(Reference) Equity: As of March 31, 2021: ¥ 1,839 million  
 As of March 31, 2020: ¥ 1,364 million

(Note) The Company conducted two 2-for-1 common stock splits. The first one became effective on June 1, 2019 based on the board resolution dated on April 11, 2019. The second one became effective on December 6, 2019 based on the board resolution dated on November 14, 2019. Net assets per share is calculated as if these stock splits had taken place at the beginning of the previous fiscal year.

## (3) Consolidated Cash Flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at the end of period
Fiscal year ended	Million yen	Million yen	Million yen	Million yen
March 31, 2021	1,089	(335)	(54)	2,866
March 31, 2020	577	(170)	440	2,166

## 2. Dividends

	Annual dividends					Total dividends	Payout ratio (consolidated)	Dividends to net assets (consolidated)
	1st quarter-end	2nd quarter-end	3rd quarter-end	Year-end	Total			
Fiscal year ended	Yen	Yen	Yen	Yen	Yen	Million yen	%	%
March 31, 2020	-	0.00	-	0.00	0.00	-	-	-
March 31, 2021	-	0.00	-	10.00	10.00	90	23.1	5.6
Fiscal year ending								
March 31, 2022 (Forecast)	-	0.00	-	0.00	0.00		-	

(Note) Breakdown of the year-end dividend for the fiscal year ended March 31, 2021 :

Commemorative dividend	0.00 yen
Special dividend	10.00 yen

## 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	6,500	21.9	800	19.6	760	20.8	530	35.4	58.36

(Note) The Company hasn't conducted the forecast for the first half ending September 30, 2021 (April 01, 2021 to September 30, 2021).

## \* Notes:

(1) Changes in significant subsidiaries during the period under review (changes in specified subsidiaries resulting in changes in scope of consolidation): Yes

New 1 (Company name: PROGOS Inc. )

Exclusion: -

(2) 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

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

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

March 31, 2021:	9,541,600 shares
March 31, 2020:	9,491,200 shares

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

March 31, 2021:	460,801 shares
March 31, 2020:	482,120 shares

3) Average number of shares during the period:

Fiscal Year ended March 31, 2021:	9,047,685 shares
Fiscal Year ended March 31, 2020:	9,052,587 shares

(Note) The Company conducted two 2-for-1 common stock splits. The first one became effective on June 1, 2019 based on the board resolution dated on April 11, 2019. The second one became effective on December 6, 2019 based on the board resolution dated on November 14, 2019. The number of issued shares (common shares) is calculated as if these stock splits had taken place at the beginning of the previous fiscal year.

(Reference) Summary of Non-consolidated Financial Results

1. Non-consolidated Financial Results for the Fiscal Year Ended March 31, 2021 (April 01, 2020 to March 31, 2021)

(1) Non-consolidated Operating Results (% indicates changes from the previous corresponding period.)

	Net sales		Operating profit		Ordinary profit		Net income	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%
Fiscal year ended March 31, 2021	4,775	17.2	659	49.3	642	34.6	402	46.6
March 31, 2020	4,076	16.9	441	171.8	477	168.2	274	221.1

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
Fiscal year ended March 31, 2021	44.53	42.56
March 31, 2020	30.37	29.18

(Note) The Company conducted two 2-for-1 common stock splits. The first one became effective on June 1, 2019 based on the board resolution dated on April 11, 2019. The second one became effective on December 6, 2019 based on the board resolution dated on November 14, 2019. Basic earnings per share and diluted earnings per share are calculated as if these stock splits had taken place at the beginning of the previous fiscal year.

(2) Non-consolidated Financial Position

	Total assets	Net assets	Capital adequacy ratio	Net assets per share
	Million yen	Million yen	%	Yen
As of March 31, 2021	3,897	2,029	49.7	213.24
March 31, 2020	3,239	1,495	44.4	159.76

(Reference) Equity: As of March 31, 2021: ¥ 1,936 million  
As of March 31, 2020: ¥ 1,439 million

(Note) The Company conducted two 2-for-1 common stock splits. The first one became effective on June 1, 2019 based on the board resolution dated on April 11, 2019. The second one became effective on December 6, 2019 based on the board resolution dated on November 14, 2019. Net assets per share is calculated as if these stock splits had taken place at the beginning of the previous fiscal year.

\* This financial report is not subject to the statutory audit 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.

# Consolidated Financial Statements

## Consolidated Balance Sheets

(Thousand yen)

	As of March 31,2020	As of March 31,2021
<b>Assets</b>		
<b>Current assets</b>		
Cash and deposits	2,153,486	2,860,209
Deposits paid	13,267	6,161
Accounts receivable - trade	456,262	225,737
Prepaid expenses	42,344	61,491
Derivatives	6,214	38,594
Other	26,611	21,957
<b>Total current assets</b>	<b>2,698,187</b>	<b>3,214,152</b>
<b>Non-current assets</b>		
<b>Property, plant and equipment</b>		
Buildings	126,314	144,324
Accumulated depreciation	(47,684)	(56,801)
Buildings, net	78,629	87,522
Tools, furniture and fixtures	141,690	172,719
Accumulated depreciation	(100,498)	(118,624)
Tools, furniture and fixtures, net	41,191	54,094
Vehicles	2,363	2,374
Accumulated depreciation	(1,339)	(1,820)
Vehicles, net	1,024	554
Right-of-use assets	139,804	391,404
Accumulated depreciation	(36,364)	(45,773)
Accumulated impairment loss	(26,912)	(25,896)
Right-of-use assets, net	76,527	319,734
<b>Total property, plant and equipment</b>	<b>197,372</b>	<b>461,905</b>
<b>Intangible assets</b>		
Trademark right	2,591	2,116
Software	347,369	312,336
Software in progress	56,159	200,936
Goodwill	83,013	70,715
Other	563	330
<b>Total intangible assets</b>	<b>489,696</b>	<b>586,435</b>
<b>Investments and other assets</b>		
Investment securities	12,027	32,940
Leasehold deposits	113,724	104,561
Deferred tax assets	46,139	57,261
Other	710	11,322
<b>Total investments and other assets</b>	<b>172,601</b>	<b>206,086</b>
<b>Total non-current assets</b>	<b>859,670</b>	<b>1,254,427</b>
<b>Total assets</b>	<b>3,557,857</b>	<b>4,468,579</b>

(Thousand yen)

	As of March 31,2020	As of March 31,2021
<b>Liabilities</b>		
Current liabilities		
Current portion of long-term borrowings	280,000	30,000
Lease obligations	45,999	46,812
Accounts payable - other	152,296	179,172
Accrued expenses	213,126	237,007
Income taxes payable	145,548	163,653
Accrued consumption taxes	117,100	154,312
Advances received	118,897	132,568
Deposits received	31,133	25,511
Provision for bonuses	48,506	45,663
Other	21,924	22,754
Total current liabilities	1,174,532	1,037,458
Non-current liabilities		
Long-term borrowings	690,000	960,000
Retirement benefit liability	26,313	51,996
Lease obligations	60,893	298,039
Asset retirement obligations	2,432	2,984
Deferred tax liabilities	131	-
Provision for bonuses	-	242
Other	1,318	974
Total non-current liabilities	781,089	1,314,238
<b>Total liabilities</b>	<b>1,955,621</b>	<b>2,351,696</b>
<b>Net assets</b>		
Shareholders' equity		
Share capital	572,571	582,082
Capital surplus	569,258	618,074
Retained earnings	524,937	916,302
Treasury shares	(303,295)	(289,968)
Total shareholders' equity	1,363,470	1,826,490
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	(1,137)	(1,146)
Deferred gains or losses on hedges	4,311	26,776
Foreign currency translation adjustment	4,551	5,883
Remeasurements of defined benefit plans	(6,449)	(18,727)
Total accumulated other comprehensive income	1,276	12,786
Share acquisition rights	55,737	92,741
Non-controlling interests	181,750	184,864
<b>Total net assets</b>	<b>1,602,235</b>	<b>2,116,882</b>
<b>Total liabilities and net assets</b>	<b>3,557,857</b>	<b>4,468,579</b>

Consolidated Statements of Income and Comprehensive Income

Consolidated Statements of Income

(Thousand yen)

	For the fiscal year ended March 31,2020	For the fiscal year ended March 31,2021
Net sales	4,512,451	5,331,926
Cost of sales	1,682,704	2,150,850
Gross profit	2,829,747	3,181,075
Selling, general and administrative expenses	2,383,170	2,511,960
Operating profit	446,576	669,115
Non-operating income		
Interest income	143	158
Subsidy income	-	17,139
Other	2,207	4,162
Total non-operating income	2,350	21,461
Non-operating expenses		
Interest expenses	5,962	14,339
Foreign exchange losses	9,454	13,218
Share of loss of entities accounted for using equity method	14,526	1,415
Market change expenses	-	31,380
Other	3,235	1,248
Total non-operating expenses	33,179	61,602
Ordinary profit	415,747	628,974
Extraordinary income		
Gain on sale of non-current assets	339	479
Gain on reversal of share acquisition rights	1,920	-
Total extraordinary income	2,259	479
Extraordinary losses		
Loss on sale of non-current assets	1,131	32
Loss on retirement of non-current assets	1,248	5,794
Impairment losses	35,930	-
Loss on withdrawal from business	-	11,094
Total extraordinary losses	38,310	16,921
Profit before income taxes	379,695	612,532
Income taxes - current	175,681	234,537
Income taxes for prior periods	12,992	551
Income taxes - deferred	(2,737)	(17,033)
Total income taxes	185,936	218,055
Profit	193,759	394,477
Loss attributable to non-controlling interests	(11,498)	3,112
Profit attributable to owners of parent	205,258	391,365

Consolidated Statements of Comprehensive Income

(Thousand yen)

	For the fiscal year ended March 31,2020	For the fiscal year ended March 31,2021
Profit	193,759	394,477
Other comprehensive income		
Valuation difference on available-for-sale securities	(1,137)	(9)
Deferred gains or losses on hedges	(1,702)	22,465
Foreign currency translation adjustment	1,068	1,332
Remeasurements of defined benefit plans, net of tax	(8,697)	(12,278)
Total other comprehensive income	(10,469)	11,510
Comprehensive income	183,290	405,987
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	195,362	403,697
Comprehensive income attributable to non-controlling interests	(12,071)	2,290

Consolidated Statements of Changes in Net Assets

For the fiscal year ended March 31,2020

(Thousand yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	565,777	559,677	322,324	(119,895)	1,327,884
Cumulative effects of changes in accounting policies			(2,646)		(2,646)
Restated balance	565,777	559,677	319,678	(119,895)	1,325,238
Changes during period					
Issuance of new shares	6,794	6,794			13,588
Profit attributable to owners of parent			205,258		205,258
Purchase of treasury shares				(183,400)	(183,400)
Transfer-restricted stock-based compensation					-
Change in ownership interest of parent due to transactions with non-controlling interests		2,786			2,786
Net changes in items other than shareholders' equity					
Total changes during period	6,794	9,580	205,258	(183,400)	38,232
Balance at end of period	572,571	569,258	524,937	(303,295)	1,363,470

	Accumulated other comprehensive income					Share acquisition rights	Non-controlling interests	Total net assets
	Valuation difference on available-for-sale securities	Deferred gains or losses on hedges	Foreign currency translation adjustment	Remeasurements of defined benefit plans	Total accumulated other comprehensive income			
Balance at beginning of period	-	6,014	3,482	2,247	11,745	10,625	1	1,350,256
Cumulative effects of changes in accounting policies								(2,646)
Restated balance	-	6,014	3,482	2,247	11,745	10,625	1	1,347,609
Changes during period								
Issuance of new shares								13,588
Profit attributable to owners of parent								205,258
Purchase of treasury shares								(183,400)
Transfer-restricted stock-based compensation								-
Change in ownership interest of parent due to transactions with non-controlling interests								2,786
Net changes in items other than shareholders' equity	(1,137)	(1,702)	1,068	(8,697)	(10,468)	45,112	181,749	216,393
Total changes during period	(1,137)	(1,702)	1,068	(8,697)	(10,468)	45,112	181,749	254,625
Balance at end of period	(1,137)	4,311	4,551	(6,449)	1,276	55,737	181,750	1,602,235

For the fiscal year ended March 31,2021

(Thousand yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	572,571	569,258	524,937	(303,295)	1,363,470
Changes during period					
Issuance of new shares	9,510	9,510			19,021
Profit attributable to owners of parent			391,365		391,365
Purchase of treasury shares				(114)	(114)
Transfer-restricted stock-based compensation		39,307		13,441	52,749
Change in ownership interest of parent due to transactions with non-controlling interests		(1)			(1)
Net changes in items other than shareholders' equity					
Total changes during period	9,510	48,816	391,365	13,327	463,019
Balance at end of period	582,082	618,074	916,302	(289,968)	1,826,490

	Accumulated other comprehensive income					Share acquisition rights	Non-controlling interests	Total net assets
	Valuation difference on available-for-sale securities	Deferred gains or losses on hedges	Foreign currency translation adjustment	Remeasurements of defined benefit plans	Total accumulated other comprehensive income			
Balance at beginning of period	(1,137)	4,311	4,551	(6,449)	1,276	55,737	181,750	1,602,235
Changes during period								
Issuance of new shares								19,021
Profit attributable to owners of parent								391,365
Purchase of treasury shares								(114)
Transfer-restricted stock-based compensation								52,749
Change in ownership interest of parent due to transactions with non-controlling interests								(1)
Net changes in items other than shareholders' equity	(9)	22,465	1,332	(12,277)	11,510	37,003	3,113	51,627
Total changes during period	(9)	22,465	1,332	(12,277)	11,510	37,003	3,113	514,647
Balance at end of period	(1,146)	26,776	5,883	(18,727)	12,786	92,741	184,864	2,116,882

## Consolidated Statements of Cash Flows

(Thousand yen)

	For the fiscal year ended March 31,2020	For the fiscal year ended March 31,2021
<b>Cash flows from operating activities</b>		
Profit before income taxes	379,695	612,532
Depreciation	227,588	238,682
Share-based payment expenses	47,076	66,032
Amortization of goodwill	12,298	12,298
Share of loss (profit) of entities accounted for using equity method	14,526	1,415
Gain on reversal of share acquisition rights	(1,920)	-
Impairment losses	35,930	-
Interest income	(143)	(158)
Interest expenses	5,962	14,339
Loss (gain) on sale of non-current assets	792	(446)
Loss on retirement of non-current assets	1,248	5,794
Market change costs	-	31,380
Subsidy income	-	(17,139)
Decrease (increase) in trade receivables	(109,640)	230,525
Decrease (increase) in prepaid expenses	(13,292)	(3,530)
Increase (decrease) in accounts payable - other	21,396	25,786
Increase (decrease) in accrued expenses	22,450	23,880
Increase (decrease) in accrued consumption taxes	54,665	37,212
Increase (decrease) in advances received	(20,185)	13,671
Increase (decrease) in provision for bonuses	(11,911)	(2,600)
Decrease (increase) in other assets	1,571	4,937
Increase (decrease) in other liabilities	40,707	19,149
Other, net	(9,771)	(11,714)
Subtotal	699,046	1,302,049
Interest received	143	158
Interest paid	(5,829)	(14,344)
Subsidies received	-	17,139
Income taxes paid	(116,039)	(215,033)
Net cash provided by (used in) operating activities	577,321	1,089,970
<b>Cash flows from investing activities</b>		
Purchase of investment securities	(11,534)	(22,341)
Purchase of property, plant and equipment	(29,416)	(67,673)
Proceeds from sale of property, plant and equipment	8,429	283
Purchase of intangible assets	(132,176)	(251,282)
Payments of leasehold and guarantee deposits	(26,821)	(1,416)
Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	14,385	-
Other, net	6,809	7,318
Net cash provided by (used in) investing activities	(170,325)	(335,111)

(Thousand yen)

	For the fiscal year ended March 31,2020	For the fiscal year ended March 31,2021
<b>Cash flows from financing activities</b>		
Proceeds from long-term borrowings	600,000	300,000
Repayments of long-term borrowings	(130,000)	(280,000)
Purchase of treasury shares	(183,648)	(115)
Repayments of lease obligations	(55,189)	(59,890)
Proceeds from share issuance to non-controlling shareholders	152,133	-
Proceeds from sale of shares of subsidiaries not resulting in change in scope of consolidation	43,901	-
Payments of market change costs	-	(31,380)
Proceeds from exercise of employee share options	13,528	16,518
Other, net	15	-
Net cash provided by (used in) financing activities	440,740	(54,866)
Effect of exchange rate change on cash and cash equivalents	1,609	(374)
Net increase (decrease) in cash and cash equivalents	849,345	699,617
Cash and cash equivalents at beginning of period	1,317,408	2,166,754
Cash and cash equivalents at end of period	2,166,754	2,866,371