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May 15, 2026

Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 (Under Japanese GAAP)



Company name: RareJob, Inc.
Listing: Tokyo Stock Exchange
Securities code: 6096
URL: <https://www.rarejob.co.jp>
Representative: Gaku Nakamura, CEO
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Telephone: +81-3-5468-7401
Scheduled date of annual general meeting of shareholders: June 25, 2026
Scheduled date to commence dividend payments: June 26, 2026
Scheduled date to file annual securities report: June 23, 2026
Preparation of supplementary material on financial results: Yes
Holding of financial results briefing: Yes (for analysts and institutional investors)

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Consolidated financial results for the fiscal year ended March 31, 2026 (from April 1, 2025 to March 31, 2026)

(1) Consolidated operating results

(Percentages indicate year-on-year changes.)

	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	%
Fiscal year ended										
March 31, 2026	9,600	(1.2)	386	(48.5)	78	(82.3)	93	(77.9)	325	21.1
March 31, 2025	9,715	(4.5)	749	(34.6)	442	(36.6)	424	(39.5)	268	-

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

Note: Comprehensive income For the fiscal year ended March 31, 2026: ¥ 335 million [59.1%]

For the fiscal year ended March 31, 2025: ¥ 210 million [-%]

	Basic earnings per share	Diluted earnings per share	Rate of return on equity	Ordinary income to total assets ratio	Operating income to net sales ratio
Fiscal year ended	Yen	Yen	%	%	%
March 31, 2026	34.16	-	15.6	1.5	0.8
March 31, 2025	28.34	-	14.4	7.0	4.6

Reference: Share of profit (loss) of entities accounted for using equity method

For the fiscal year ended March 31, 2026: ¥ - million

For the fiscal year ended March 31, 2025: ¥ - million

Note: Regarding diluted net income per share, it is not presented because no potential shares with a dilutive effect exist.

(2) Consolidated financial position

	Total assets	Net assets	Equity-to-asset ratio	Net assets per share
As of	Millions of yen	Millions of yen	%	Yen
March 31, 2026	6,598	2,245	34.0	235.18
March 31, 2025	5,891	1,931	32.8	203.27

Reference: Equity

As of March 31, 2026: ¥ 2,245 million

As of March 31, 2025: ¥ 1,931 million

(3) Consolidated cash flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
Fiscal year ended	Millions of yen	Millions of yen	Millions of yen	Millions of yen
March 31, 2026	49	(17)	427	3,008
March 31, 2025	426	(78)	(465)	2,552

2. Cash dividends

	Annual dividends per share					Total cash dividends (Total)	Payout ratio (Consolidated)	Ratio of dividends to net assets (Consolidated)
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total			
	Yen	Yen	Yen	Yen	Yen	Millions of yen	%	%
Fiscal year ended March 31, 2025	-	0.00	-	5.00	5.00	47	17.6	2.5
Fiscal year ended March 31, 2026	-	0.00	-	8.00	8.00	76	23.4	3.6
Fiscal year ending March 31, 2027 (Forecast)	-	-	-	-	-		-	

3. Consolidated financial result forecasts for the fiscal year ending March 31, 2027 (from April 1, 2026 to March 31, 2027)

The full-year financial results forecast for the fiscal year ending March 31, 2027 is not provided as the Company plans to conduct a share exchange with Gakken Holdings Co., Ltd. and is scheduled to be delisted on July 29, 2026.

* Notes

(1) Significant changes in the scope of consolidation during the period: Yes

Newly included: 1 company(Tokyo International School Group Co.,Ltd.)

Excluded: 2 companies(K12 Holdings Co.,Ltd. and RareJob Technologies, Co.,Ltd.)

(2) Changes in accounting policies, changes in accounting estimates, and restatement

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

(ii) Changes in accounting policies due to other reasons: None

(iii) Changes in accounting estimates: None

(iv) Restatement: None

(3) Number of issued shares (common shares)

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

As of March 31, 2026	9,845,600 shares
As of March 31, 2025	9,845,600 shares

(ii) Number of treasury shares at the end of the period

As of March 31, 2026	297,545 shares
As of March 31, 2025	342,296 shares

(iii) Average number of shares outstanding during the period

Fiscal Year ended March 31, 2026	9,535,510 shares
Fiscal Year ended March 31, 2025	9,487,271 shares

[Reference] Overview of non-consolidated financial results**1. Non-consolidated financial results for the fiscal year ended March 31, 2026 (from April 1, 2025 to March 31, 2026)****(1) Non-consolidated operating results**

(Percentages indicate year-on-year changes.)

Fiscal year ended	Net sales		Operating income		Ordinary income		Net income	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
March 31, 2026	3,536	(19.5)	(305)	-	(53)	-	567	-
March 31, 2025	4,393	(5.5)	(179)	-	15	(95.4)	29	-

Fiscal year ended	Basic earnings per share	Diluted earnings per share
	Yen	Yen
March 31, 2026	59.48	-
March 31, 2025	3.10	-

Note: Regarding diluted net income per share, it is not presented because no potential shares with a dilutive effect exist.

(2) Non-consolidated financial position

As of	Total assets	Net assets	Equity-to-asset ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
March 31, 2026	5,307	2,089	39.4	218.87
March 31, 2025	3,364	1,530	45.5	161.08

Reference: Equity

As of March 31, 2026: ¥ 2,089 million

As of March 31, 2025: ¥ 1,530 million

* This financial reports 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 statement. Actual results may differ significantly depending on a variety of factors.

* Supplementary materials and IR meetings on financial results:

Supplementary materials on financial results can be found on our web site.

We will hold an IR meeting on financial results for analysts and institutional investors on May 15, 2026.

Contents of the meeting will be posted on our web site immediately after the meeting.

Consolidated Financial Statements and Primary Notes

Consolidated Balance Sheet

(Thousands of yen)

	As of March 31, 2025	As of March 31, 2026
Assets		
Current assets		
Cash and deposits	2,552,993	3,008,685
Accounts receivable - trade	669,183	650,720
Prepaid expenses	111,585	127,159
Derivatives	476	21,778
Other	110,229	287,121
Total current assets	3,444,468	4,095,466
Non-current assets		
Property, plant and equipment		
Buildings	95,584	175,559
Accumulated depreciation	(51,126)	(71,842)
Buildings, net	44,458	103,717
Tools, furniture and fixtures	204,342	188,933
Accumulated depreciation	(157,623)	(150,051)
Tools, furniture and fixtures, net	46,718	38,882
Vehicles	24,987	24,865
Accumulated depreciation	(21,951)	(23,235)
Vehicles, net	3,036	1,629
Right-of use assets	25,979	25,132
Accumulated depreciation	(14,861)	(24,226)
Right-of-use assets, net	11,117	905
Construction in progress	-	16,714
Total property, plant and equipment	105,331	161,849
Intangible assets		
Trademark right	1,832	1,598
Software	314,278	205,394
Software in progress	4,518	32,920
Goodwill	895,306	918,898
Customer-related intangible assets	851,919	814,879
Other	-	9,184
Total intangible assets	2,067,856	1,982,876
Investments and other assets		
Investment securities	2,524	3,330
Leasehold deposits	117,018	156,490
Deferred tax assets	142,482	156,120
Other	11,778	41,985
Total investments and other assets	273,803	357,926
Total non-current assets	2,446,991	2,502,652
Total assets	5,891,460	6,598,118

(Thousands of yen)

	As of March 31, 2025	As of March 31, 2026
Liabilities		
Current liabilities		
Short-term borrowings	-	450,000
Current portion of long-term borrowings	931,368	379,000
Lease liabilities	10,815	1,042
Accounts payable - other	248,075	201,015
Accrued expenses	436,927	497,617
Income taxes payable	138,114	43,862
Accrued consumption taxes	102,076	85,686
Advances received	407,327	266,167
Deposits received	29,449	146,533
Provision for bonuses	100,998	80,095
Derivative liabilities	2,433	-
Other	32,523	10,094
Total current liabilities	2,440,109	2,161,115
Non-current liabilities		
Long-term borrowings	1,157,128	1,804,482
Retirement benefit liability	56,787	87,213
Lease liabilities	1,078	-
Asset retirement obligations	4,265	4,292
Deferred tax liabilities	299,899	295,067
Other	437	454
Total non-current liabilities	1,519,596	2,191,511
Total liabilities	3,959,705	4,352,626
Net assets		
Shareholders' equity		
Share capital	657,207	657,207
Capital surplus	621,680	604,194
Retained earnings	846,064	1,122,535
Treasury shares	(227,196)	(184,323)
Total shareholders' equity	1,897,755	2,199,614
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	236	-
Deferred gains or losses on hedges	(1,236)	15,222
Foreign currency translation adjustment	40,721	35,630
Remeasurements of defined benefit plans	(5,729)	(4,979)
Total accumulated other comprehensive income	33,991	45,873
Non-controlling interests	7	3
Total net assets	1,931,754	2,245,491
Total liabilities and net assets	5,891,460	6,598,118

Consolidated Statements of Income and Comprehensive Income

Consolidated Statement of Income

(Thousands of yen)

	For the fiscal year ended March 31, 2025	For the fiscal year ended March 31, 2026
Net sales	9,715,742	9,600,579
Cost of sales	5,632,965	5,738,099
Gross income	4,082,776	3,862,480
Selling, general and administrative expenses	3,640,583	3,784,230
Operating income	442,192	78,249
Non-operating income		
Interest income	3,373	4,346
Foreign exchange gains	-	5,551
Commission income	14,753	25,532
Subsidy income	1,000	-
Other	3,241	7,944
Total non-operating income	22,368	43,375
Non-operating expenses		
Interest expenses	18,102	26,041
Foreign exchange losses	17,116	-
Penalty payments	2,000	-
Other	3,089	1,784
Total non-operating expenses	40,308	27,825
Ordinary income	424,252	93,799
Extraordinary income		
Gain on sale of non-current assets	2,697	1,356
Gain on reversal of share acquisition rights	21,807	-
Gain on sale of shares of subsidiaries and associates	11,100	414,958
Total extraordinary income	35,605	416,314
Extraordinary losses		
Loss on retirement of non-current assets	15,783	-
Loss on business restructuring	-	16,729
Loss on valuation of investment securities	-	2,179
Impairment losses	20,355	17,376
Total extraordinary losses	36,139	36,285
Net income before income taxes	423,719	473,828
Income taxes - current	209,741	143,239
Income taxes - deferred	(54,931)	4,810
Total income taxes	154,810	148,049
Net income	268,908	325,778
Net income attributable to non-controlling interests	0	0
Net income attributable to owners of parent	268,908	325,777

Consolidated Statement of Comprehensive Income

(Thousands of yen)

	For the fiscal year ended March 31, 2025	For the fiscal year ended March 31, 2026
Net income	268,908	325,778
Other comprehensive income		
Valuation difference on available-for-sale securities	(56)	(236)
Deferred gains or losses on hedges	(58,216)	16,341
Foreign currency translation adjustment	11,805	(8,863)
Remeasurements of defined benefit plans, net of tax	(11,562)	2,438
Total other comprehensive income	(58,029)	9,679
Comprehensive income	210,879	335,457
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	210,879	335,457
Comprehensive income attributable to non-controlling interests	0	0

Non-controlling Consolidated Statement of Changes in Equity
For the fiscal year ended March 31, 2025

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	657,207	641,113	700,095	(278,626)	1,719,790
Changes during period					
Dividends of surplus			(122,940)		(122,940)
Net income attributable to owners of parent			268,908		268,908
Transfer-restricted stock-based compensation		(19,433)		51,430	31,996
Transfer from retained earnings to capital surplus					-
Net changes in items other than shareholders' equity					
Total changes during period	-	(19,433)	145,968	51,430	177,965
Balance at end of period	657,207	621,680	846,064	(227,196)	1,897,755

	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	293	56,979	28,915	5,832	92,020	21,807	2	1,833,621
Changes during period								
Dividends of surplus								(122,940)
Net income attributable to owners of parent								268,908
Transfer-restricted stock-based compensation								31,996
Transfer from retained earnings to capital surplus								-
Net changes in items other than shareholders' equity	(56)	(58,216)	11,805	(11,562)	(58,029)	(21,807)	4	(79,832)
Total changes during period	(56)	(58,216)	11,805	(11,562)	(58,029)	(21,807)	4	98,132
Balance at end of period	236	(1,236)	40,721	(5,729)	33,991	-	7	1,931,754

For the fiscal year ended March 31, 2026

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	657,207	621,680	846,064	(227,196)	1,897,755
Changes during period					
Dividends of surplus			(47,516)		(47,516)
Net income attributable to owners of parent			325,777		325,777
Transfer-restricted stock-based compensation		(19,275)		42,873	23,597
Transfer from retained earnings to capital surplus		1,789	(1,789)		-
Net changes in items other than shareholders' equity					
Total changes during period	-	(17,485)	276,471	42,873	301,858
Balance at end of period	657,207	604,194	1,122,535	(184,323)	2,199,614

	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	236	(1,236)	40,721	(5,729)	33,991	-	7	1,931,754
Changes during period								
Dividends of surplus								(47,516)
Net income attributable to owners of parent								325,777
Transfer-restricted stock-based compensation								23,597
Transfer from retained earnings to capital surplus								-
Net changes in items other than shareholders' equity	(236)	16,459	(5,090)	750	11,881	-	(3)	11,878
Total changes during period	(236)	16,459	(5,090)	750	11,881	-	(3)	313,737
Balance at end of period	-	15,222	35,630	(4,979)	45,873	-	3	2,245,491

Consolidated Statement of Cash Flows

(Thousands of yen)

	For the fiscal year ended March 31, 2025	For the fiscal year ended March 31, 2026
Cash flows from operating activities		
Net income before income taxes	423,719	473,828
Depreciation	222,266	217,408
Share-based payment expenses	45,542	31,239
Amortization of goodwill	85,113	90,667
Interest income	(3,373)	(4,346)
Interest expenses	18,102	26,041
Loss (gain) on sale of non-current assets	(2,697)	(1,000)
Gain on reversal of share acquisition rights	(21,807)	-
Loss on retirement of non-current assets	15,783	-
Loss (gain) on valuation of investment securities	-	2,179
Subsidy income	(1,000)	-
Impairment losses	20,355	17,376
Loss (gain) on sale of shares of subsidiaries and associates	(11,100)	(414,958)
Decrease (increase) in trade receivables	(7,507)	25,302
Decrease (increase) in prepaid expenses	(6,713)	(4,906)
Increase (decrease) in accounts payable - other	12,806	(104,522)
Increase (decrease) in accrued expenses	(34,553)	63,697
Increase (decrease) in accrued consumption taxes	(126,147)	(54,904)
Increase (decrease) in advances received	(75,988)	63,052
Increase (decrease) in provision for bonuses	15,462	(33,522)
Decrease (increase) in other assets	12,687	(216,510)
Increase (decrease) in other liabilities	(10,469)	101,627
Other, net	12,445	12,004
Subtotal	582,927	289,754
Interest and dividends received	3,373	4,346
Interest paid	(19,385)	(23,159)
Subsidies received	1,000	-
Income taxes paid	(152,636)	(243,935)
Income taxes refund	11,250	22,732
Net cash provided by (used in) operating activities	426,529	49,738
Cash flows from investing activities		
Proceeds from sale of businesses	-	194,000
Purchase of property, plant and equipment	(24,650)	(16,180)
Purchase of intangible assets	(72,456)	(74,880)
Proceeds from sale of shares of subsidiaries and associates	11,100	-
Purchase of shares of subsidiaries resulting in change in scope of consolidation	-	(99,972)
Other, net	7,321	(20,723)
Net cash provided by (used in) investing activities	(78,685)	(17,757)

(Thousands of yen)

	For the fiscal year ended March 31, 2025	For the fiscal year ended March 31, 2026
Cash flows from financing activities		
Proceeds from short-term borrowings	-	450,000
Proceeds from long-term borrowings	-	800,000
Repayments of long-term borrowings	(331,368)	(764,454)
Repayments of lease liabilities	(11,018)	(10,267)
Dividends paid	(122,940)	(47,516)
Net cash provided by (used in) financing activities	(465,326)	427,762
Effect of exchange rate change on cash and cash equivalents	6,350	(4,050)
Net increase (decrease) in cash and cash equivalents	(111,131)	455,692
Cash and cash equivalents at beginning of period	2,664,124	2,552,993
Cash and cash equivalents at end of period	2,552,993	3,008,685