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February 16, 2026

Consolidated Financial Results for the Nine Months Ended December 31, 2025 (Under Japanese GAAP)



Company name: RareJob, Inc.
 Listing: Tokyo Stock Exchange
 Securities code: 6096
 URL: <https://www.rarejob.co.jp>
 Representative: Gaku Nakamura, CEO
 Inquiries: Taisuke Maki, Head of Financial Strategy Div&CFO
 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

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

1. Consolidated financial results for the nine months ended December 31, 2025 (from April 1, 2025 to December 31, 2025)

(1) Consolidated operating results (cumulative)

(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	%
Nine months ended December 31, 2025	7,297	(1.5)	340	(51.1)	110	(76.1)	117	(73.8)	99	(66.3)
December 31, 2024	7,408	(3.8)	694	(28.1)	462	(26.1)	449	(26.3)	294	(44.7)

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

Note: Comprehensive income For the nine months ended December 31, 2025: ¥ 101 million [(63.1) %]
 For the nine months ended December 31, 2024: ¥ 274 million [(51.0) %]

	Basic earnings per share		Diluted earnings per share	
	Yen		Yen	
Nine months ended December 31, 2025	10.41		-	
December 31, 2024	31.06		-	

Note: Regarding diluted interim 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
As of	Millions of yen	Millions of yen	%
December 31, 2025	6,548	2,008	30.7
March 31, 2025	5,891	1,931	32.8

Reference: Equity

As of December 31, 2025: ¥ 2,008 million
 As of March 31, 2025: ¥ 1,931 million

2. Cash dividends

	Annual dividends per share				
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended March 31, 2025	-	0.00	-	5.00	5.00
Fiscal year ending March 31, 2026	-	0.00	-		
Fiscal year ending March 31, 2026 (Forecast)				8.00	8.00

Note: Revisions to the forecast of cash dividends most recently announced: None

3. Consolidated financial result forecasts for the fiscal year ending March 31, 2026 (from April 1, 2025 to March 31, 2026)

(Percentages indicate year-on-year changes.)

	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	9,600	(1.2)	350	(53.3)	50	(88.7)	55	(87.0)	410	53.1	41.83

Note: Revisions to the financial result forecast most recently announced: Yes

* Notes

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

Newly included: - companies(Tokyo International School Group Co.,Ltd.)

Excluded: - companies(K12 Holdings Co.,Ltd)

(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 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

(4) Number of issued shares (common shares)

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

As of December 31, 2025	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 December 31, 2025	282,594 shares
As of March 31, 2025	342,296 shares

(iii) Average number of shares outstanding during the period (cumulative from the beginning of the fiscal year)

Nine months ended December 31, 2025	9,530,588 shares
Nine months ended December 31, 2024	9,482,024 shares

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

* 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.

Quarterly Consolidated Financial Statements and Primary Notes
Quarterly Consolidated Balance Sheet

(Thousands of yen)

	As of March 31, 2025	As of December 31, 2025
Assets		
Current assets		
Cash and deposits	2,552,993	2,776,044
Accounts receivable - trade	669,183	775,824
Prepaid expenses	111,585	190,777
Derivatives	476	38,244
Other	110,229	146,310
Total current assets	3,444,468	3,927,200
Non-current assets		
Property, plant and equipment		
Buildings	95,584	175,490
Accumulated depreciation	(51,126)	(66,583)
Buildings, net	44,458	108,907
Tools, furniture and fixtures	204,342	191,364
Accumulated depreciation	(157,623)	(151,335)
Tools, furniture and fixtures, net	46,718	40,029
Vehicles	24,987	24,756
Accumulated depreciation	(21,951)	(22,807)
Vehicles, net	3,036	1,949
Right-of use assets	25,979	24,379
Accumulated depreciation	(14,861)	(20,040)
Right-of-use assets, net	11,117	4,338
Construction in progress	-	2,480
Total property, plant and equipment	105,331	157,704
Intangible assets		
Trademark right	1,832	1,656
Software	314,278	225,183
Software in progress	4,518	45,290
Goodwill	895,306	942,556
Customer-related intangible assets	851,919	824,139
Other	-	9,184
Total intangible assets	2,067,856	2,048,011
Investments and other assets		
Investment securities	2,524	5,893
Leasehold deposits	117,018	156,564
Deferred tax assets	142,482	228,367
Other	11,778	24,775
Total investments and other assets	273,803	415,600
Total non-current assets	2,446,991	2,621,316
Total assets	5,891,460	6,548,517

(Thousands of yen)

	As of March 31, 2025	As of December 31, 2025
Liabilities		
Current liabilities		
Current portion of long-term borrowings	931,368	1,002,948
Lease liabilities	10,815	4,765
Accounts payable - other	248,075	369,116
Accrued expenses	436,927	593,131
Income taxes payable	138,114	4,645
Accrued consumption taxes	102,076	124,101
Advances received	407,327	545,980
Deposits received	29,449	49,709
Provision for bonuses	100,998	77,224
Provision for loss on business restructuring	-	19,209
Derivative liabilities	2,433	1,391
Other	32,523	18,128
Total current liabilities	2,440,109	2,810,351
Non-current liabilities		
Long-term borrowings	1,157,128	1,358,342
Retirement benefit liability	56,787	83,323
Lease liabilities	1,078	-
Asset retirement obligations	4,265	4,285
Deferred tax liabilities	299,899	282,886
Other	437	410
Total non-current liabilities	1,519,596	1,729,247
Total liabilities	3,959,705	4,539,599
Net assets		
Shareholders' equity		
Share capital	657,207	657,207
Capital surplus	621,680	604,194
Retained earnings	846,064	886,244
Treasury shares	(227,196)	(174,618)
Total shareholders' equity	1,897,755	1,973,028
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	236	266
Deferred gains or losses on hedges	(1,236)	25,686
Foreign currency translation adjustment	40,721	16,017
Remeasurements of defined benefit plans	(5,729)	(6,085)
Total accumulated other comprehensive income	33,991	35,884
Non-controlling interests	7	4
Total net assets	1,931,754	2,008,917
Total liabilities and net assets	5,891,460	6,548,517

Quarterly Consolidated Statements of Income and Comprehensive Income
Quarterly Consolidated Statement of Income
For the Nine-Month Period

(Thousands of yen)

	For the nine months ended December 31, 2024	For the nine months ended December 31, 2025
Net sales	7,408,433	7,297,183
Cost of sales	4,259,810	4,341,369
Gross income	3,148,623	2,955,813
Selling, general and administrative expenses	2,686,429	2,845,122
Operating income	462,193	110,691
Non-operating income		
Interest income	2,460	1,993
Foreign exchange gains	-	893
Commission income	10,339	18,005
Subsidy income	1,000	-
Other	2,178	4,546
Total non-operating income	15,979	25,438
Non-operating expenses		
Interest expenses	12,675	17,914
Foreign exchange losses	12,374	-
Penalty payments	2,000	-
Other	1,204	513
Total non-operating expenses	28,254	18,427
Ordinary income	449,917	117,702
Extraordinary income		
Gain on sale of non-current assets	2,697	-
Gain on reversal of share acquisition rights	21,807	-
Gain on sale of shares of subsidiaries and associates	11,100	-
Total extraordinary income	35,605	-
Extraordinary losses		
Loss on sale of non-current assets	765	-
Loss on retirement of non-current assets	15,783	-
Loss on business restructuring	-	19,209
Impairment losses	20,355	-
Total extraordinary losses	36,905	19,209
Net income before income taxes	448,618	98,492
Income taxes - current	149,529	82,955
Income taxes - deferred	4,540	(83,656)
Total income taxes	154,069	(700)
Net income	294,549	99,193
Net income attributable to non-controlling interests	0	0
Net income attributable to owners of parent	294,548	99,192

Quarterly Consolidated Statement of Comprehensive Income
For the Nine-Month Period

(Thousands of yen)

	For the nine months ended December 31, 2024	For the nine months ended December 31, 2025
Net income	294,549	99,193
Other comprehensive income		
Valuation difference on available-for-sale securities	33	29
Deferred gains or losses on hedges	(19,060)	26,922
Foreign currency translation adjustment	(1,589)	(24,703)
Remeasurements of defined benefit plans, net of tax	271	(355)
Total other comprehensive income	(20,345)	1,893
Comprehensive income	274,203	101,086
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	274,203	101,086
Comprehensive income attributable to non-controlling interests	0	0