

RareJob, Inc

FY 2025/3

# Financial Results for the Fiscal Year Ended March 31, 2025

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# Agenda

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**01 - Summary**

**02 - Our Business**

**03 - FY 2025/3 Results**

**04 - FY 2026/3 Plan**

**05 - Strategy**

**06 - Shareholder Return Policy**

**07 - Appendix**

01

# Summary

01

# 01

## Summary

### Group

Summary of FY2025/3 ( YoY / Compared to forecast )

Net Sales : 9,715 million yen ( -4.5% / +0.2% )

EBITDA : 749 million yen ( -34.6% / +1.4% ) Operating income : 442 million yen ( -36.6% / +10.5% )

Net income Attributable to owners of parent : 268 million yen ( n/a / +68.1% \* )

\* The difference between the consolidated earnings forecast for the fiscal year ending March 31, 2025, and the actual results is detailed on page 8.

### Reskilling-related Business

While B2C services struggled, B2B services remained steady.

### Childcare Support Business

ALT dispatch service is experiencing stable growth, and its areas are also expanding.

### Others

A capital and business alliance with Gakken Group and started providing services overseas.

02

# Our Business

02

## Segments of RareJob group

### Reskilling-Related Business

Providing online services that offer knowledge and skills leading to the reskilling of adults.

### Childcare Support Business

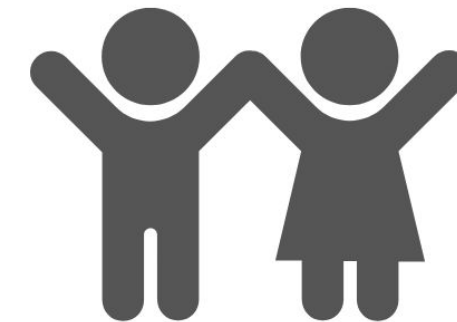
Providing services targeted at children from early childhood through high school (K12\*).

\*The educational period from preschool (the final year of kindergarten) to high school graduation.

## Reskilling-Related Business



## Childcare Support Business







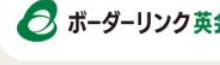




## 02

## Our service

## Service of RareJob group

In each segment, we provide services to three types of clients: B2B, B2C and B2School

	For businesses (B2B)	For individuals (B2C)	For educational institutions (B2School)
Reskilling-Related business	<div> One-on-one online English conversation service</div> <div> AI Speaking Test</div> <div>Training solution services for global leader development programs etc.</div> <div> Providing programs to learn English communication skills</div>	<div> "RareJob English Conversation" app for overseas</div> <div> Online preparatory school for legal qualifications</div>	
Childcare Support Business		<div> Online English conversation service for children</div> <div> Online English conversation service for students</div> <div> English classes for children</div>	<div> ALL Staffing</div> <div>English teacher dispatch to kindergartens and nursery schools</div>

03

## FY2025/3 Results

03



## 03

## Financial Results for FY 2025/3

While Net Sales decreased YoY by 4.5%, Operating income recovered and ROE improved as a result of cost control measures.

(In JPY MM)

	FY 2024/3	FY 2025/3	Change YoY	FY2025/3 Forecast <sup>*2</sup>	Change YoY
Net Sales	10,175	<b>9,715</b>	-4.5%	9,700	+0.2%
EBITDA <sup>*1</sup>	1,146	<b>749</b>	-34.6%	739	+1.4%
Operating income	696	<b>442</b>	-36.6%	400	+10.5%
Ordinary income	700	<b>424</b>	-39.5%	380	+11.6%
Net income Attributable to owners of parent	-288	<b>268</b>	—	160	<sup>*3</sup> +68.1%
EBITDA margin	11.3%	<b>7.7%</b>	-3.6pt		
Operating margin	6.8%	<b>4.6%</b>	-2.3pt		
ROE	-13.6%	<b>14.4%</b>	+28.0pt		

<sup>\*1</sup> EBITDA = Operating income + Depreciation + Amortization of goodwill

<sup>\*2</sup> Announced on February 14, 2025.

<sup>\*3</sup> Due to an increase in Operating ncome and a reduction in the tax burden, Net income attributable to the parent company settled at +68.1%, significantly exceeding the forecast. Details are provided in the "Announcement Regarding Differences Between the Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2025 and Actual Results," which was also announced May 15, 2025.

## 03

## Segment profit/Loss for FY2025/3

In the Reskilling-Related Business, while B2C services struggled, B2B services remained steady.  
In the Childcare Support Business, stable Net sales and Operating income were generated by mainly ALT dispatch service.

		FY 2024/3	FY 2025/3	Change YoY	(In JPY MM)	
					FY2025/3 Forecast <sup>*2</sup>	Change YoY
Reskilling-Related Business	Net Sales	5,150	4,666	-9.4%	4,700	-0.7%
	B2C	3,333	2,827	-15.2%	2,850	-0.8%
	B2B	1,817	1,839	+1.3%	1,850	-0.6%
	Segment profit	788	364	-53.7%	385	-5.2%
Childcare Support Business	Net Sales	5,025	5,048	+0.5%	5,000	+1.0%
	ALT dispatch	4,597	4,693	+2.1%	4,640	+1.2%
	English learning for children	427	354	-17.0%	360	-1.4%
	Segment profit	271	335	+23.7%	275	+22.2%
Adjustment*		-362	-258		-260	
Total	Net Sales	10,175	9,715	-4.5%	9,700	+0.2%
	Operating income	696	442	-36.6%	400	+10.5%

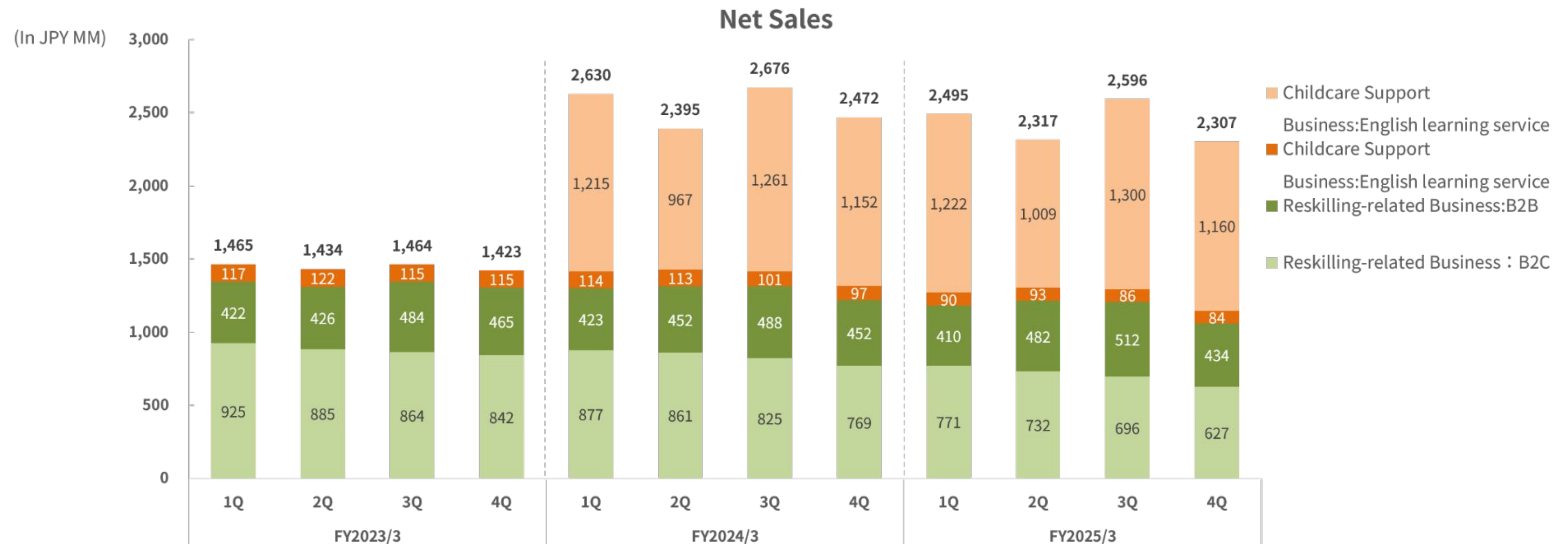
\*Adjustments are mainly corporate expenses that do not belong to the reportable segments.

<sup>\*2</sup> Announced on February 14, 2025.

## 03

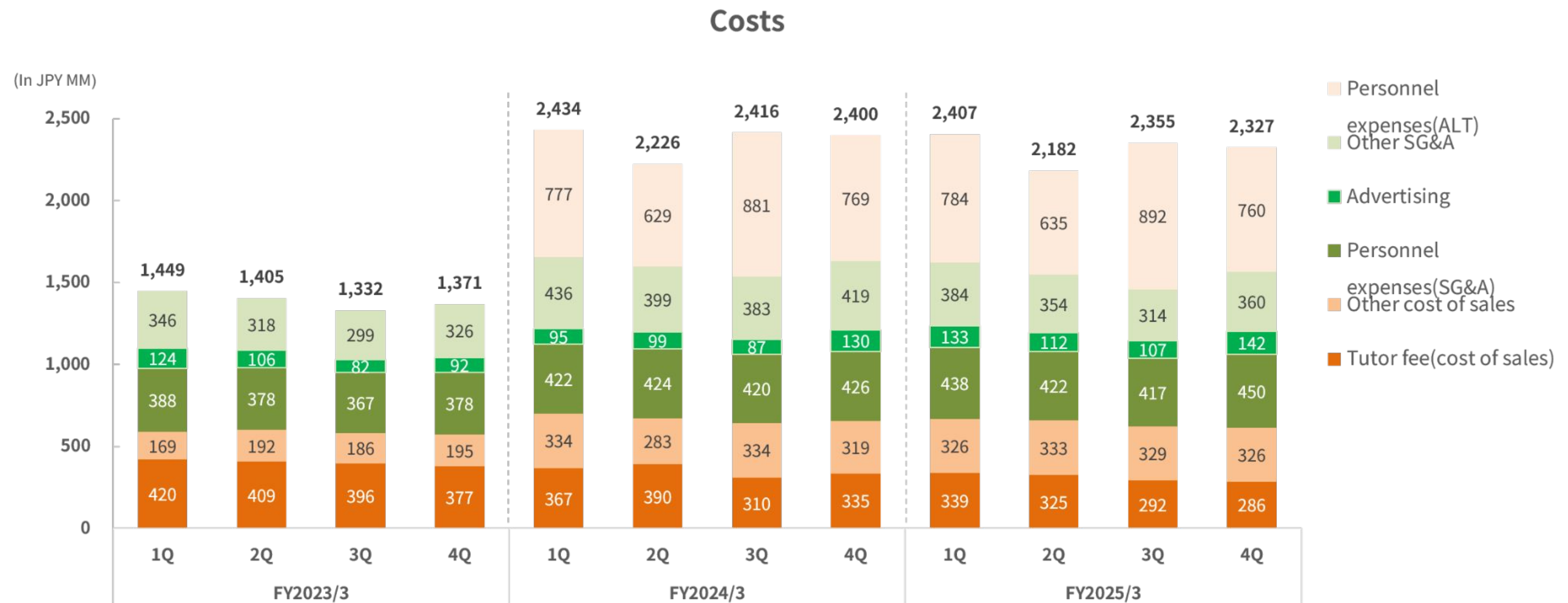
## Breakdown of Quarterly Net Sales

Revenue decreased compared to the same period last year. For the next fiscal year, we aim to expand the overall business scale of the group by further accelerating the selection and concentration of resources, including investments in growth areas.



## Quarterly Expenses Breakdown (Cost of Sales and SG&A) for FY 2025/3

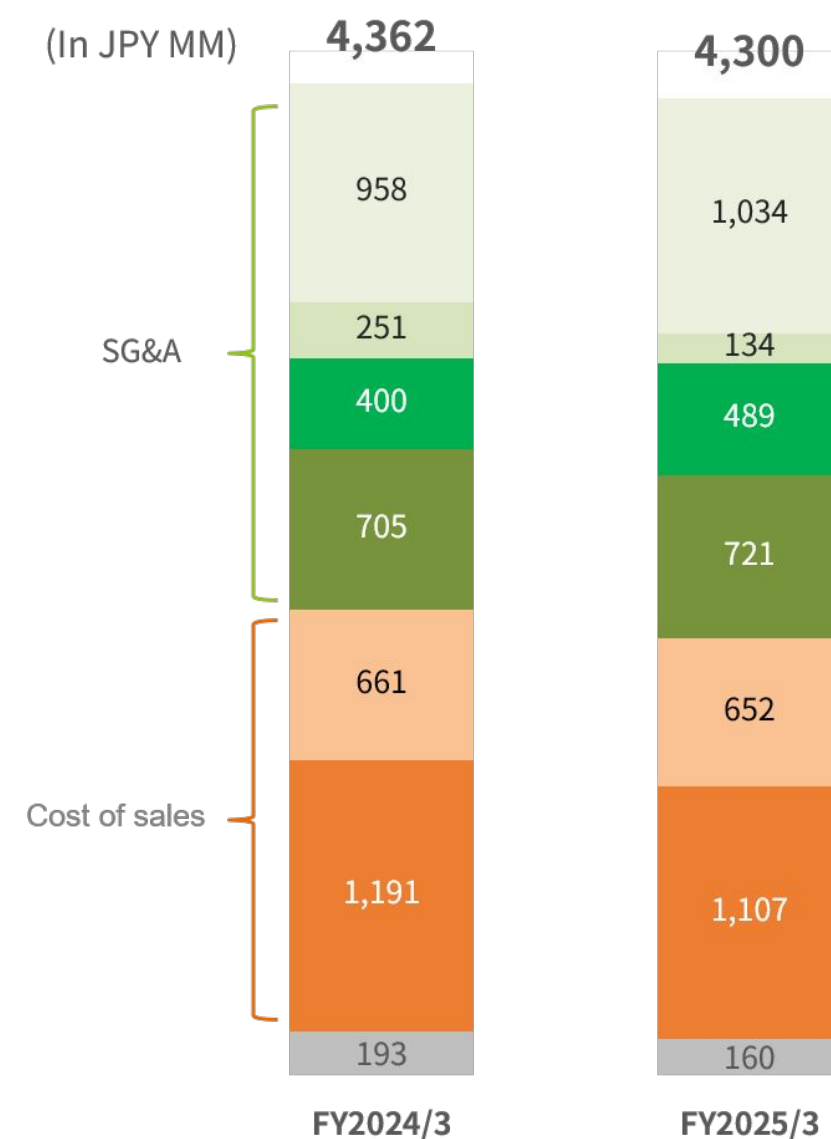
Advertising and promotional expenses increased due to measures aimed at improving brand awareness. Expenses decreased in all other categories.



## 03

## Expenses Breakdown for FY 2025/3 : Reskilling-related Business

Although advertising and promotional expenses increased, overall expenses decreased.

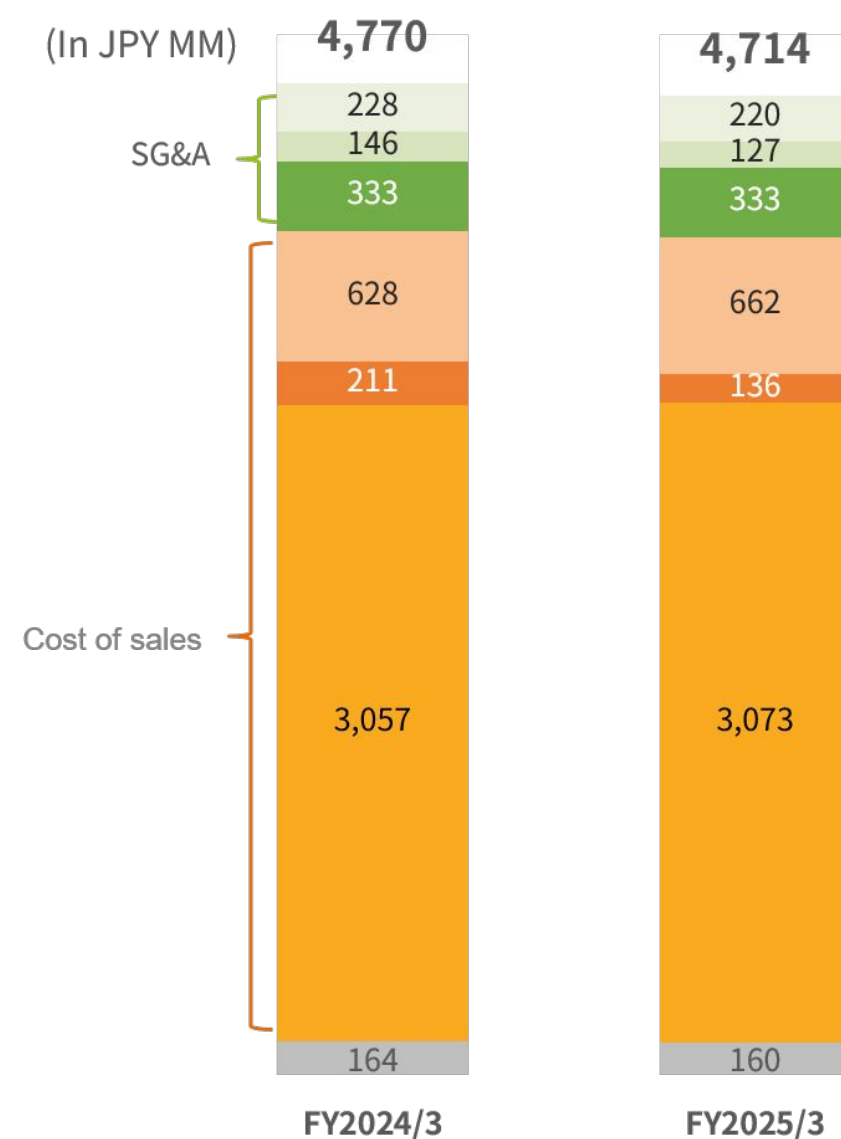


Costs	Change YoY	Factors
Other SG&A	+75 (+7.8%)	Increased in outsourcing and rising costs in the recruitment-related expenses.
Depreciation (Including amortization of goodwill)	-116 (-46.6%)	Depreciation expense fallout by impairment of goodwill in the previous period.
Advertising	+88 (+22.2%)	Increased due to advertising for online English service.
Personnel expenses(SG&A)	16 (+2.4%)	Roughly the same as in the previous year.
Other cost of sales	-8 (-1.4%)	Roughly the same as in the previous year.
Tutor fee(cost of sales)	-84 (-7.1%)	Decreased along with the trend in sales.
Common expenses	-32 (-17.0%)	Decreased due to optimization of common expenses.

## 03

## Expenses Breakdown for FY 2025/3 : Childcare Support Business

As a result of cost control measures, the overall expenses decreased.



Costs	Change YoY	Factors
Other SG&A	-8 (-3.7%)	Roughly the same as in the previous year
Depreciation (Including amortization of goodwill)	-19 (-13.1%)	Decreased in amortization expense by impairment of some software recorded in the previous fiscal year.
Personnel expenses(SG&A)	-0 (-0.2%)	Roughly the same as in the previous year
Other cost of sales	+34 (+5.5%)	Other cost of sales increased mainly due to personnel expenses for coordinators of ALT dispatch.
Tutor fee (cost of sales)	-75 (-35.6%)	Decreased by the revision of tutor supply system for online English-speaking tutoring service.
Tutor fee (ALT dispatch)	+15 (+0.5%)	Roughly the same as in the previous year
Common expenses	-3 (-2.0%)	Roughly the same as in the previous year

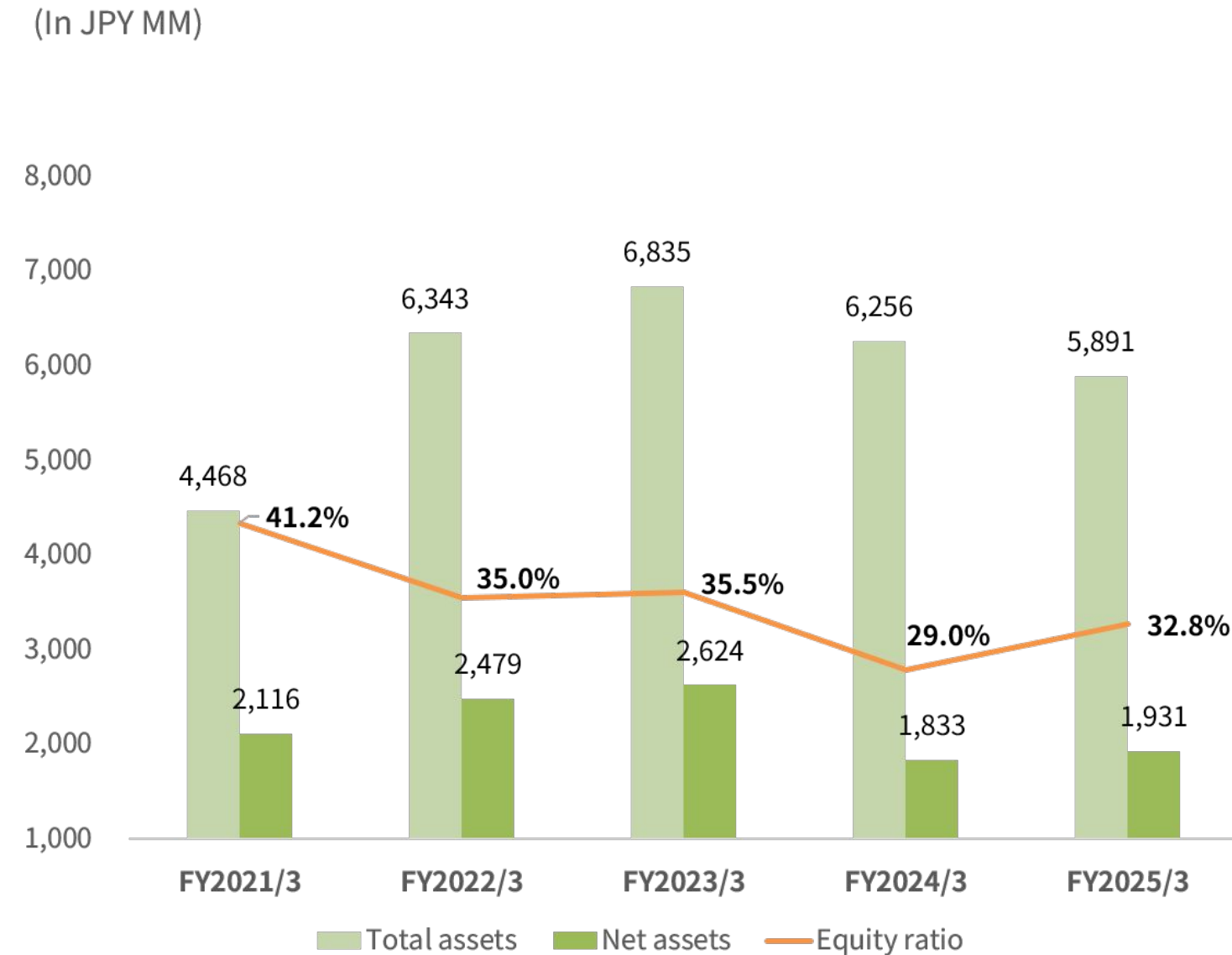


## 03

## FY2025/3 BS Summary

Fixed assets decreased, primarily due to the amortization of software and goodwill.  
Liabilities decreased due to the repayment of interest-bearing debt. The equity ratio has improved recently.

(In JPY MM)



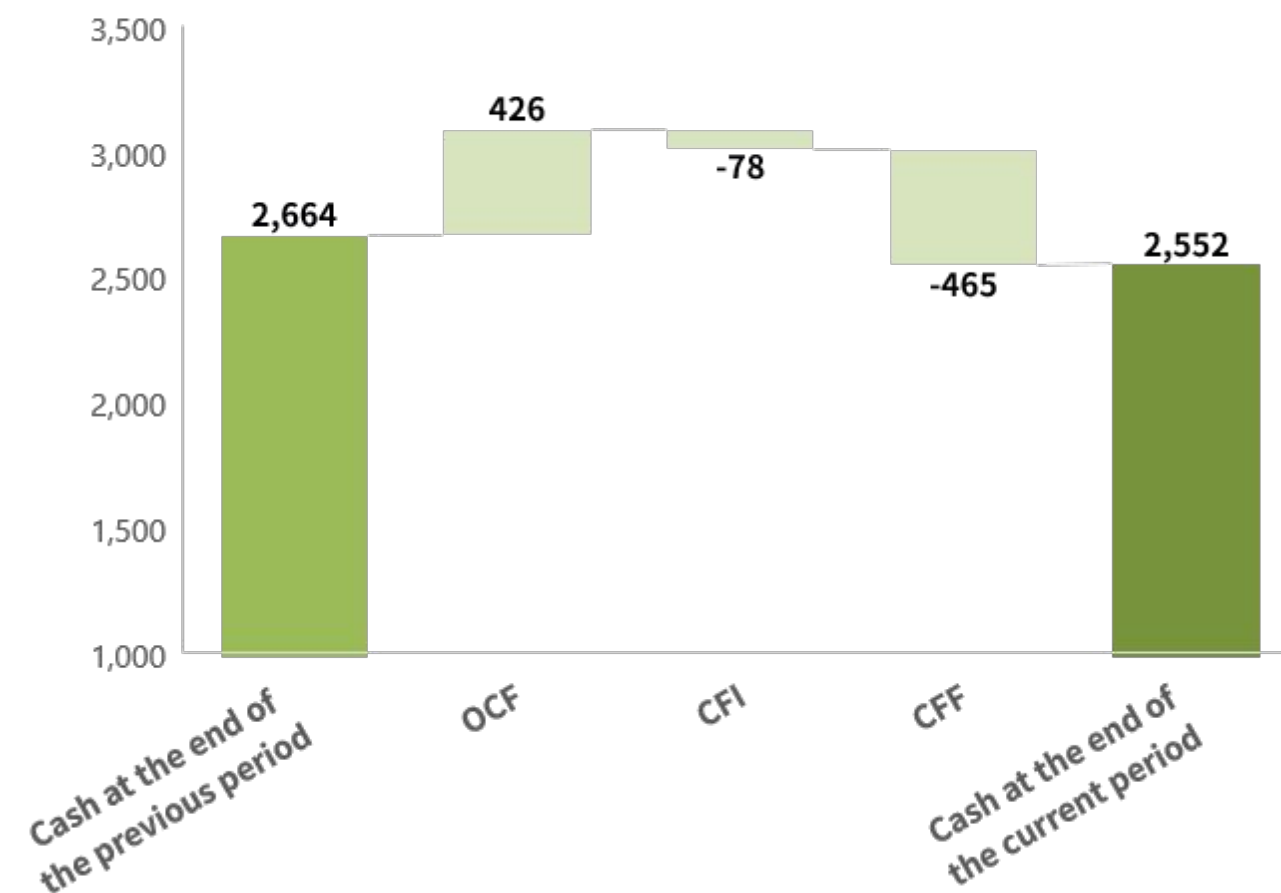
(In JPY MM)

Category	FY 2024/3	FY 2025/3	Change YoY
Current assets	3,601	3,444	-4.3%
Non-current assets	2,655	2,446	-7.8%
Goodwill	980	895	-8.6%
Software	389	314	-19.2%
Other	1,285	1,237	-3.7%
<b>Total assets</b>	<b>6,256</b>	<b>5,891</b>	<b>-5.8%</b>
Current liabilities	1,972	2,440	23.6%
Non-current liabilities	2,449	1,519	-37.9%
<b>Total liabilities</b>	<b>4,422</b>	<b>3,959</b>	<b>-10.4%</b>
<b>Net assets</b>	<b>1,833</b>	<b>1,931</b>	<b>5.3%</b>
<b>Total liabilities and net assets</b>	<b>6,256</b>	<b>5,891</b>	<b>-5.8%</b>
<b>Equity ratio</b>	<b>29.0%</b>	<b>32.8%</b>	<b>3.8pt</b>

## FY2025/3 Cash Flows Summary

Operating cash flow resulted in an inflow of 426 million yen. Investing cash flow resulted in an outflow of 78 million yen due to the acquisition of intangible fixed assets, etc. Financing cash flow resulted in an outflow of 465 million yen due to the repayment of interest-bearing debt, etc. As a result, the cash and cash equivalents at the end of the period amounted to 2,552 million yen.

(In JPY MM)



Category	FY 2024/3	FY 2025/3	Change YoY	(In JPY MM)
Cash flow from operating activities	834	426	-408	
Profit before income taxes	-124	423	548	
Depreciation and amortization (including goodwill)	449	307	-141	
Payments of income taxes	-391	-152	239	
Other	* 901	-151	-1,052	
Cash flow from investing activities	321	-78	-399	
Expenditures from acquisition of intangible fixed assets	-130	-72	58	
Other	451	-6	-457	
Free Cash Flow	1,156	347	-809	
Cash flow from financing activities	-766	-465	301	
Expenditures from repayment of interest-bearing debt	-361	-331	30	
Expenditures from acquisition of treasury stock	-299	—	299	
Other	-105	-133	-28	
Cash and cash equivalents at the end of the period	2,664	2,552	-112	

\* The primary reason is an impairment loss of 796 million yen.

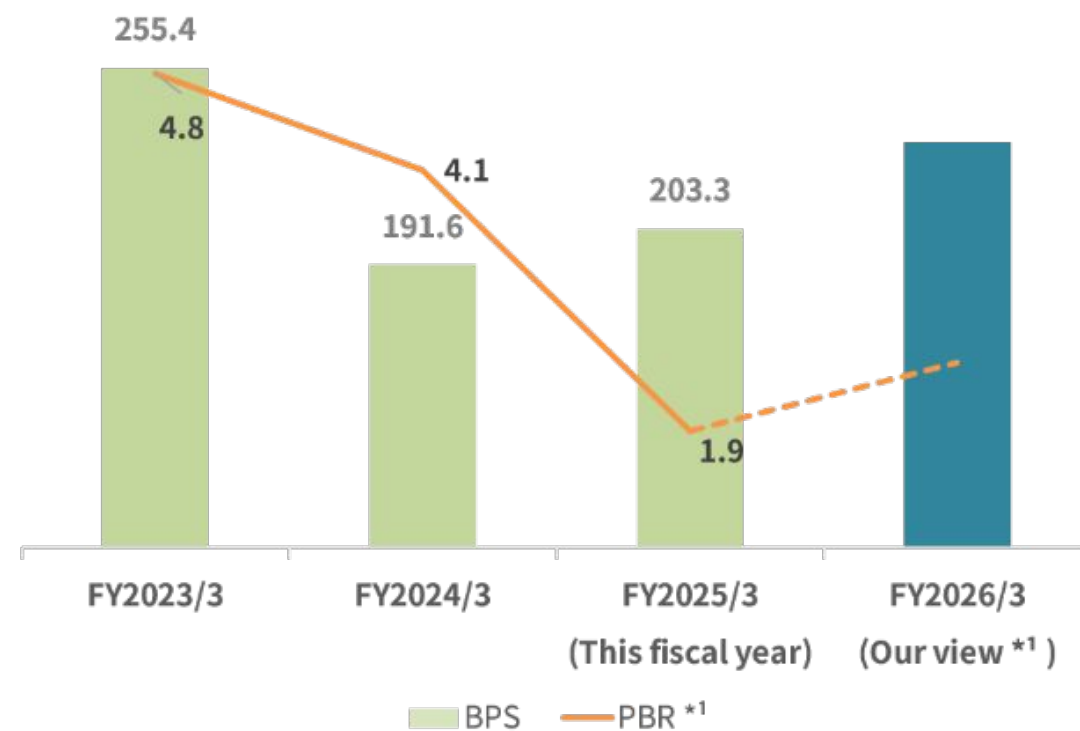


## 03

## Trends in Financial Indicators

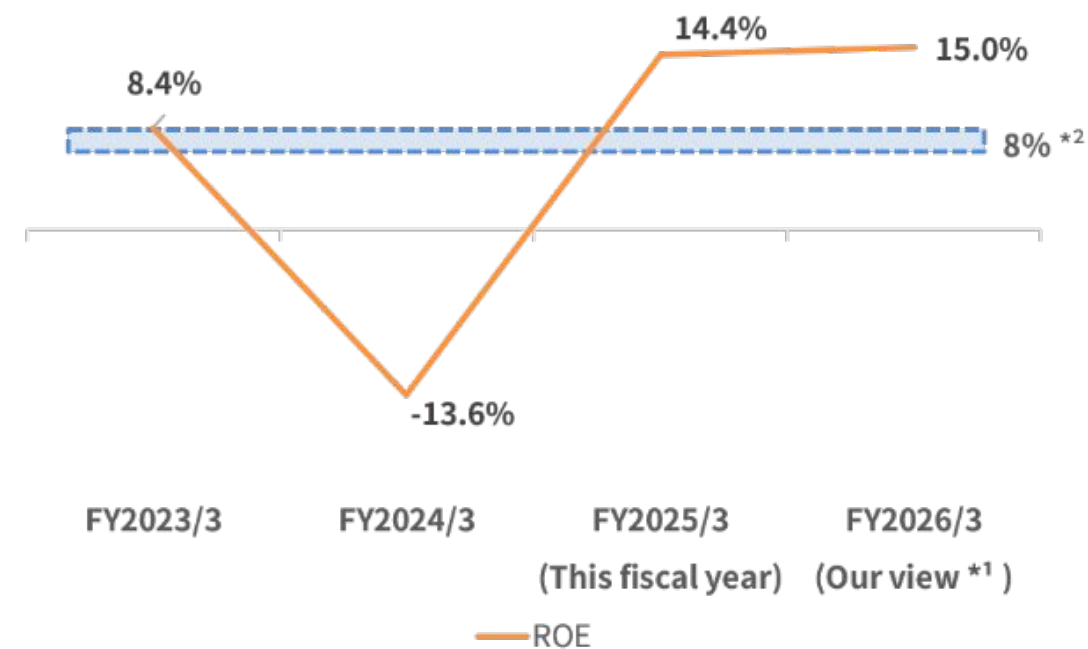
ROE is 14.4% as of the end of the current period, with an estimated 15.0% for the same figure in the next period. PER for the next period is expected to increase from the current level, taking into account the assumed cost of equity.

PBR • BPS



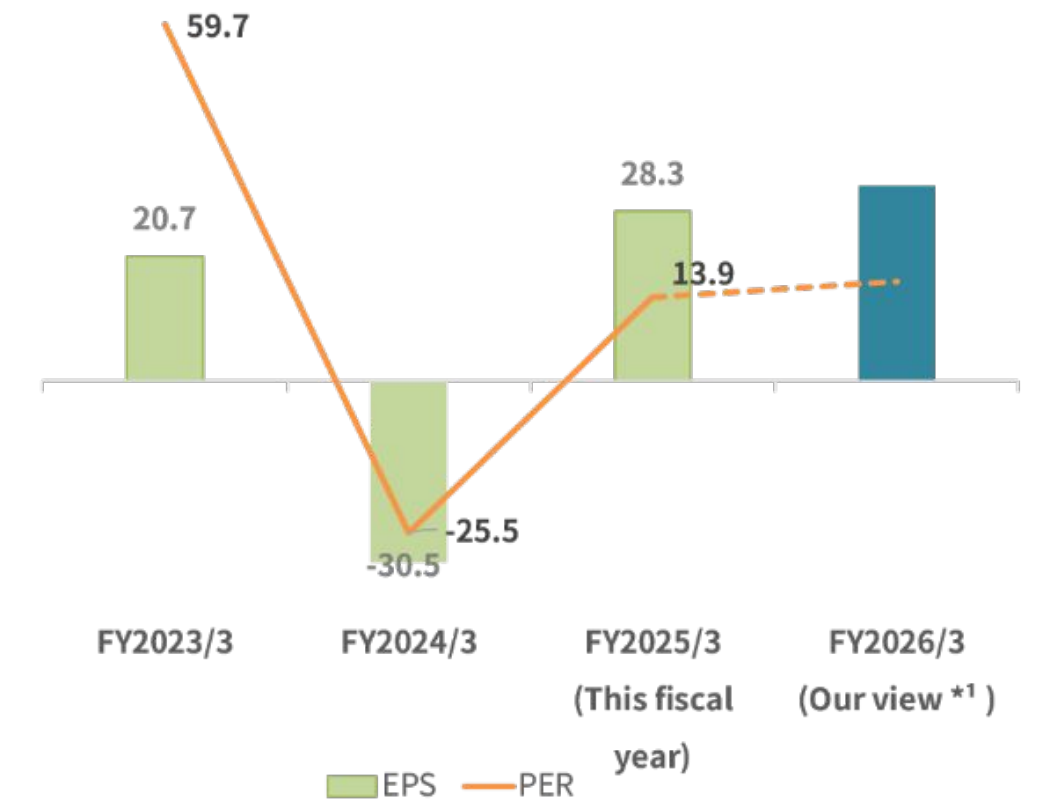
\*1 The projected PBR for the fiscal year ending March 2026 is a theoretical value calculated as projected ROE multiplied by projected PER.

ROE • Cost of equity



\*2 Calculated based on CAPM theory, with the cost of equity at approximately 8.0%(Our view)

PER • EPS



\*3 PER for the fiscal year ending March 2026 is calculated as  $1 \div (\text{Cost of Equity} - \text{Growth Rate})$

04

## FY 2026/3 Plan

04

While aiming for mid- to long-term sales expansion, we will strive for appropriate cost control and anticipate increased revenue and profit through securing earnings.

(In JPY MM)

	FY2025/3 Results	FY2026/3 Plan	Change YoY
Net Sales	9,715	9,800	+0.9%
EBITDA <sup>*1</sup>	749	750	+0.1%
Operating income	442	450	+1.8%
Ordinary income	424	440	+3.7%
Net income Attributable to owners of parent	268	310	+15.3%
EBITDA margin	7.7%	7.7%	-0.1pt
Operating margin	4.6%	4.6%	+0.0pt
ROE	14.4%	15.0%	+0.6pt

<sup>\*1</sup> EBITDA = Operating income + Depreciation + Amortization of goodwill

## 04

## FY 2026/3 Plan Summary(Segment)

In the reskilling business, we aim to expand sales and operating profit, focusing on services for corporate clients. In the child and childcare support business, we anticipate continued stable growth, primarily driven by ALT dispatch services.

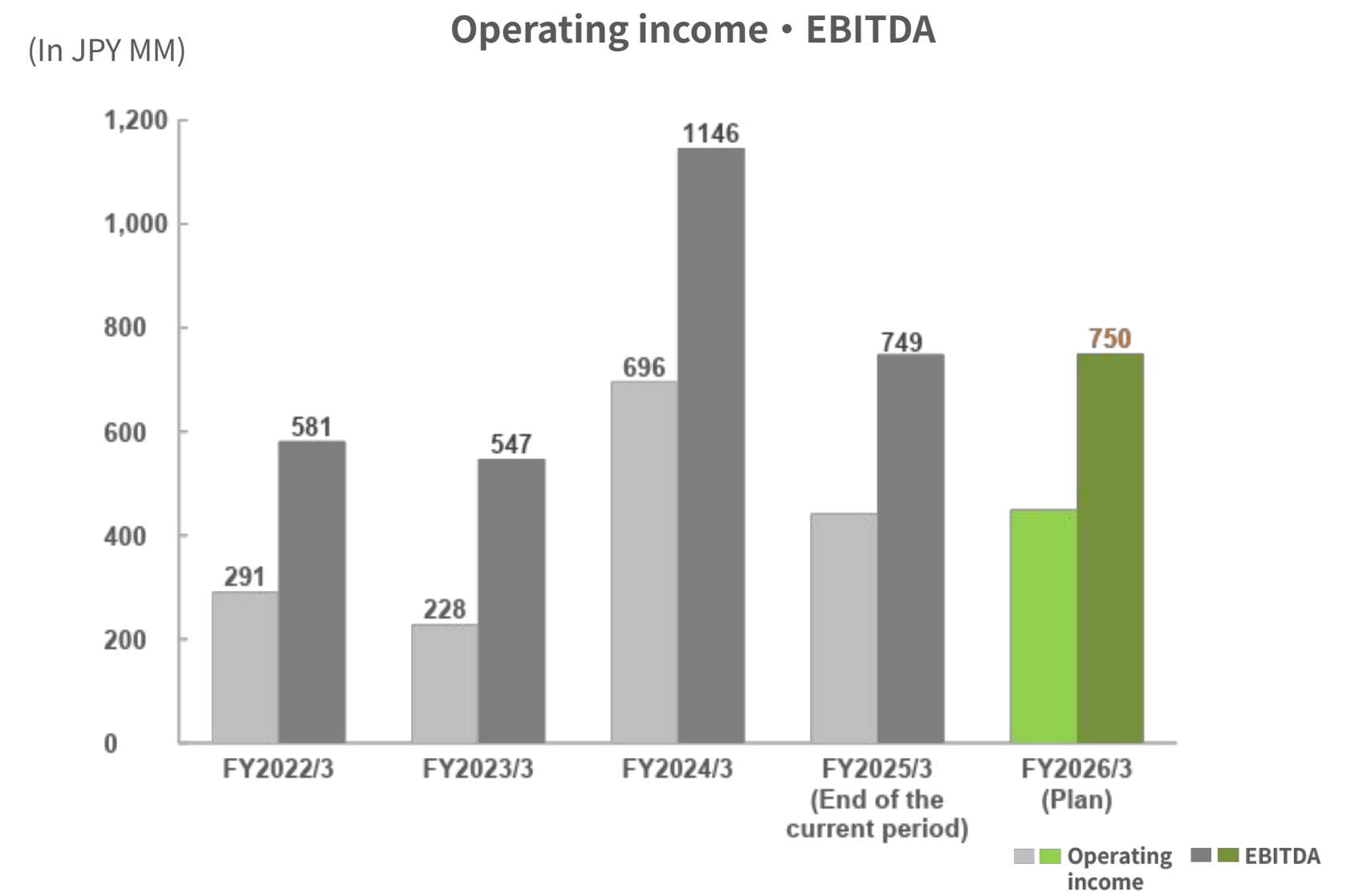
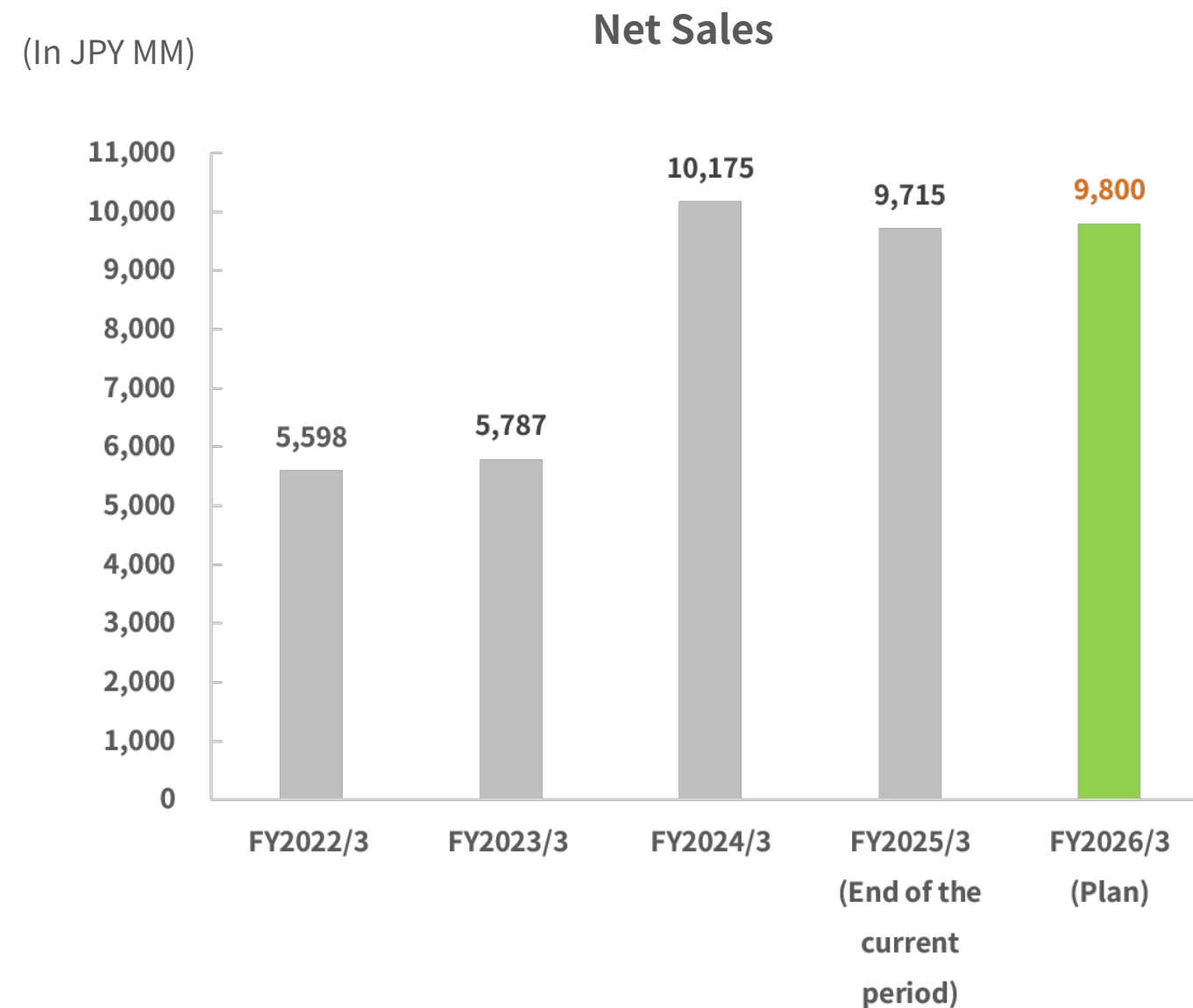
(In JPY MM)

		FY2025/3 Results	FY2026/3 Plan	Change YoY
Reskilling-Related Business	Net Sales	4,666	<b>4,740</b>	+1.6%
	B2C	2,827	<b>2,700</b>	-4.5%
	B2B	1,839	<b>2,040</b>	+10.9%
	Segment profit	364	<b>425</b>	+16.5%
Childcare Support Business	Net Sales	5,048	<b>5,060</b>	+0.2%
	ALT dispatch	4,693	<b>4,720</b>	+0.6%
	English learning for children	354	<b>340</b>	-4.2%
	Segment profit	335	<b>230</b>	-31.5%
Adjustment*		-258	<b>-205</b>	
Total	Net Sales	9,715	<b>9,800</b>	+0.9%
	Operating income	442	<b>450</b>	+1.8%

\*Adjustments are mainly corporate expenses that do not belong to the reportable segments.

## FY 2026/3 Consolidated Financial Results

While maintaining profitability, we aim for stable growth in sales and operating profit.



05

# Strategy

05

## Japan's Social Issues and Our solution

- The expansion of companies' global business operations, the increased utilization of foreign talent.
- The widening of educational and regional disparities.
- The increasing need for the utilization of DX (Digital Transformation) and AI.

Global business  
Utilizing foreign talent  
Inbound demand



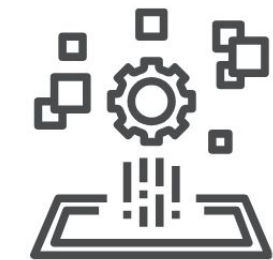
Improve Japanese people's English skills by providing learning opportunities and taking the PROGOS test

Educational  
disparities  
Regional  
disparities



Eliminating the gap with ALT dispatch and online English lessons

DX • AI Utilization



Providing innovative services to legacy industries



## Overview 1: Maximizing our value by combining human capabilities with AI.

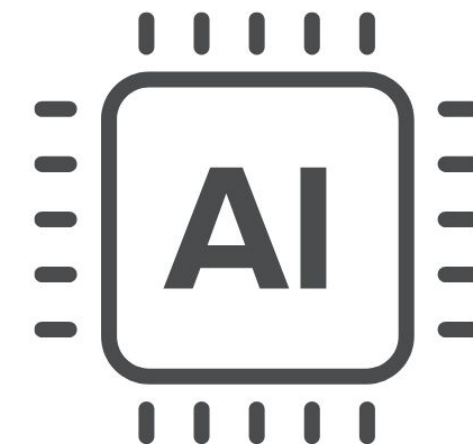
While utilizing the advantages of technology and AI in terms of homogenization and efficiency, it is 'people' who are responsible for valuable creation and service quality. Based on this philosophy, we aim to maximize the value provided by combining human and AI capabilities.

### Human



×

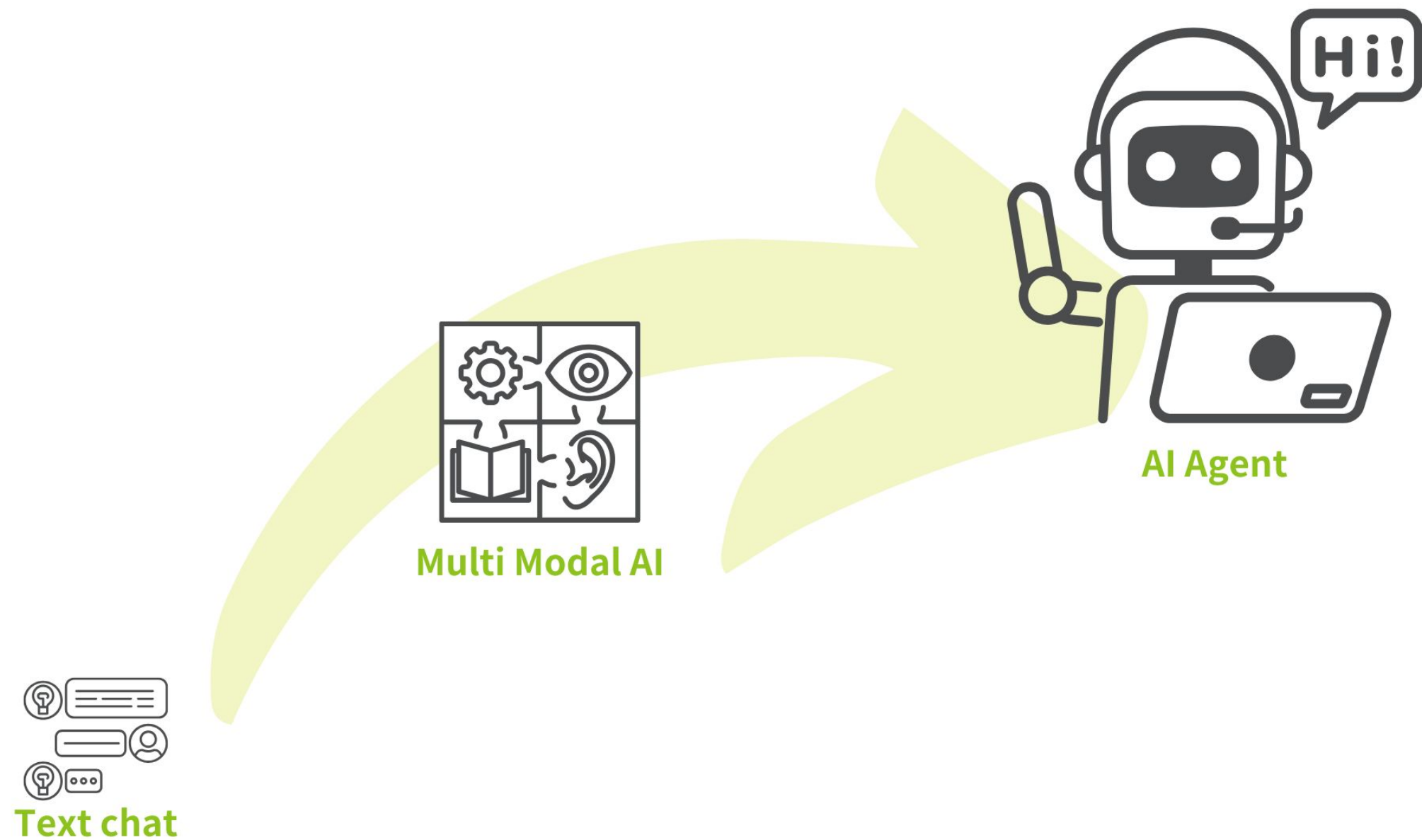
### AI





## Overview 1: Maximizing our value by combining human capabilities with AI.

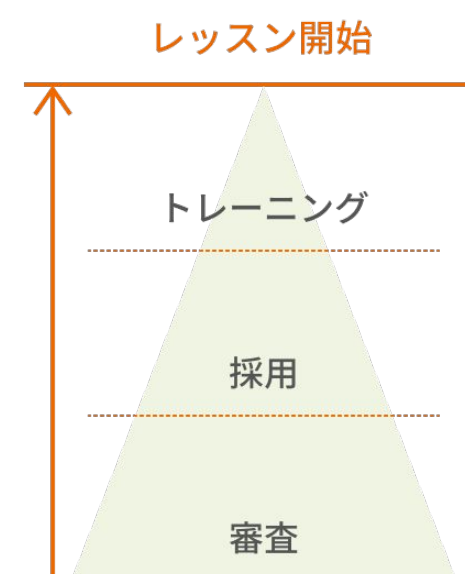
We will actively utilize rapidly evolving AI to promote efficiency and automation.



## Overview 1: Maximizing our value by combining human capabilities with AI.

**While promoting efficiency and automation through the use of AI, we will enhance the value proposition of "being able to speak with a person" in our services. In our online English conversation service, we thoroughly manage the quality of instructors, and in our ALT dispatch service, we provide extensive support such as training.**

<Online English Conversation Instructor Recruitment>  
 -Conducting rigorous screening with a mere 1% acceptance rate  
 -Providing a wide range of training  
 -Supervised by experts in English language acquisition  
 -Improving lesson content by utilizing lesson data



<ALT Training and Support System>  
 Support for improving teaching skills  
 Support for school life and housing arrangements  
 Mental support by area managers (ALTs)



## Overview 2: Establish a competitive advantage with group synergy and alliance.

Through synergies and alliance within and outside the group, we will emphasize a unique identity that sets us apart from other companies.

We will then aim to establish a competitive advantage and accelerate business development.

### Cross-border group synergy

- ALT cooperate in providing services for the reskilling business
- Filipino tutors hired as ALT
- PROGOS test utilized in ALT recruitment
- DX training for corporations by RareJob Technologies executives



### Broad reach through alliances with external parties

**Gakken**



**Shikaku Pass**

**PROGOS**  
for English Speaking

EnglishCentral



05

FY2025/3

# AI Product and Strengthening the Foundation for Business Growth

<Stable supply of instructors and strengthening competitive advantage>



**ALtogether**  
by BORDERLINK



<Concluded capital and business alliance agreement with Gakken Holdings>

**Gakken**



1Q

2Q

3Q

4Q

<Constant results from focus on SNS management>

- Traffic from social media ads: 337.7% increase YoY
- Number of official TikTok followers: 137,641
- \*As of the end of March 2025

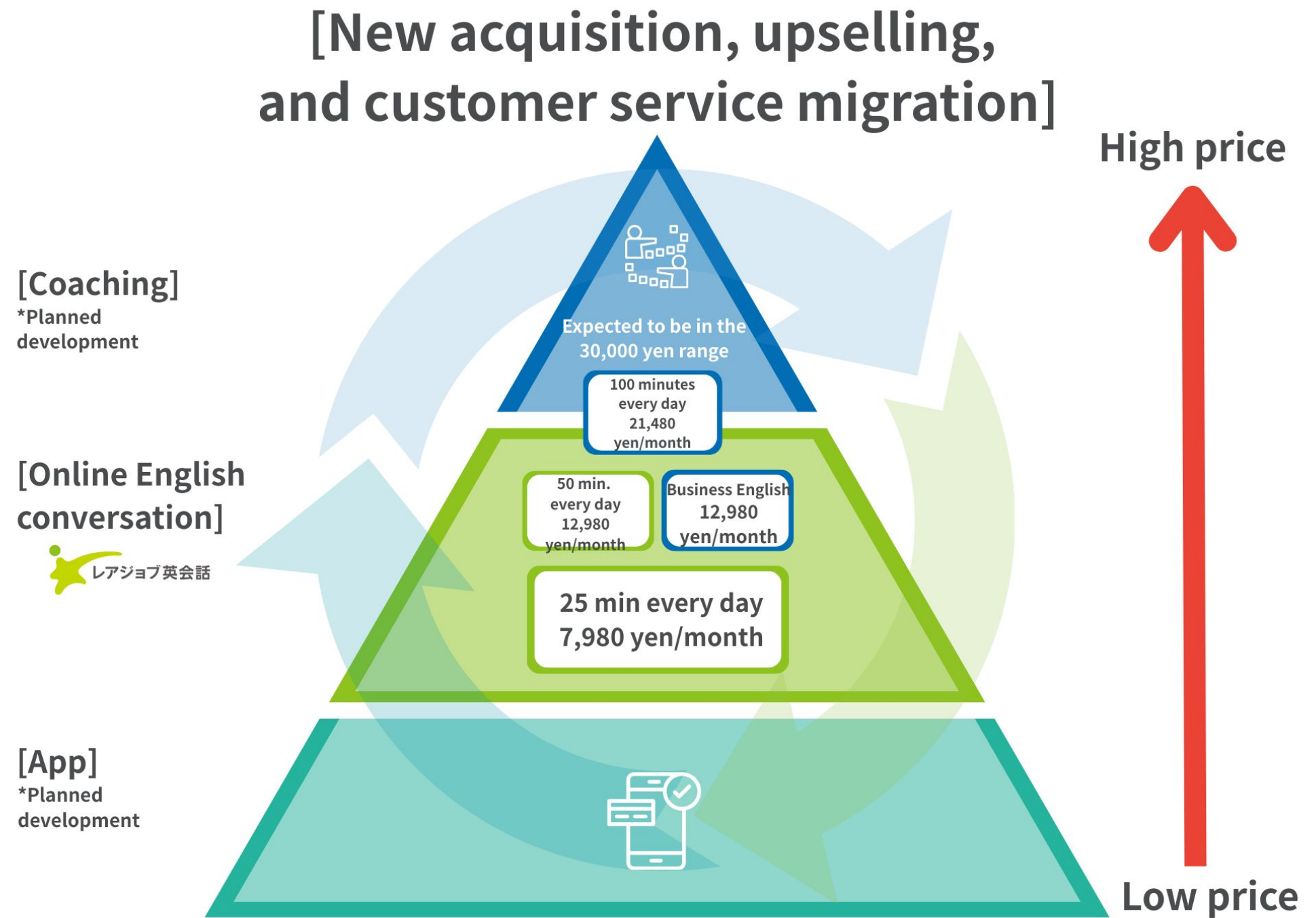
<Focus on increasing company awareness>

<Overseas expansion begins>

<Accelerating the deployment of AI-based products>



Broaden the price range,  
restructure the portfolio, and  
aim for customer base  
expansion and upselling.





## B2B : Evolving solution sales to address human resource development challenges

Launched a customer success function and strengthened our organizational structure.



We aim to improve profitability, triggered by the PROGOS test reaching 1 million administrations.

**PROGOS**  
for English Speaking

「PROGOSオンライン  
試験監視」  
法人向けに正式リリース  
大規模提供開始

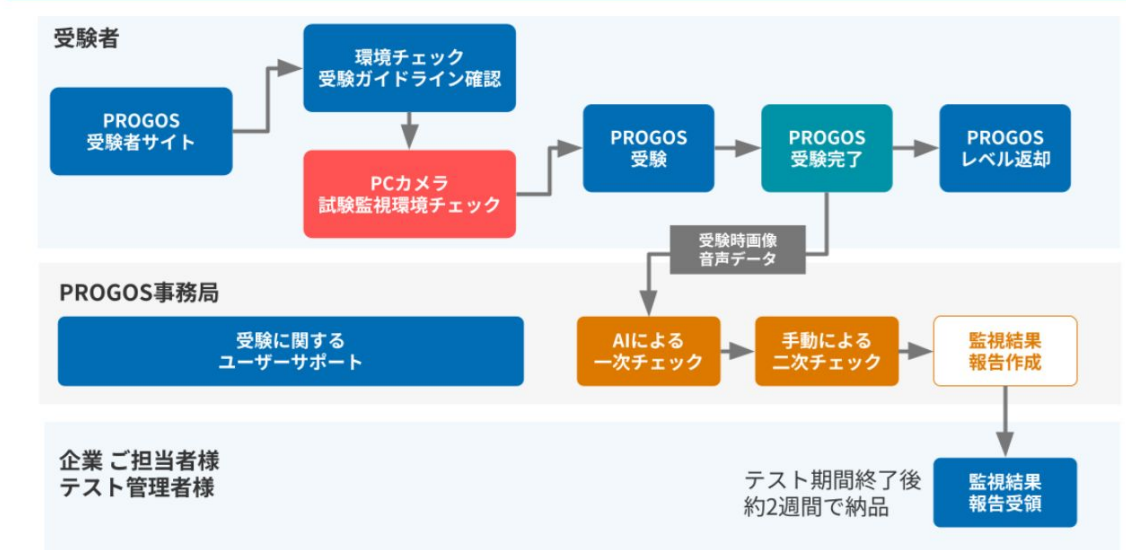
企業の管理体制に負担を  
増やすことなく  
信頼性の高い試験実施に貢献

◆専用ソフトウェアなどインストール  
不要

◆AIによる試験監視+人力での確認

◆約2週間で試験監視の結果を返却

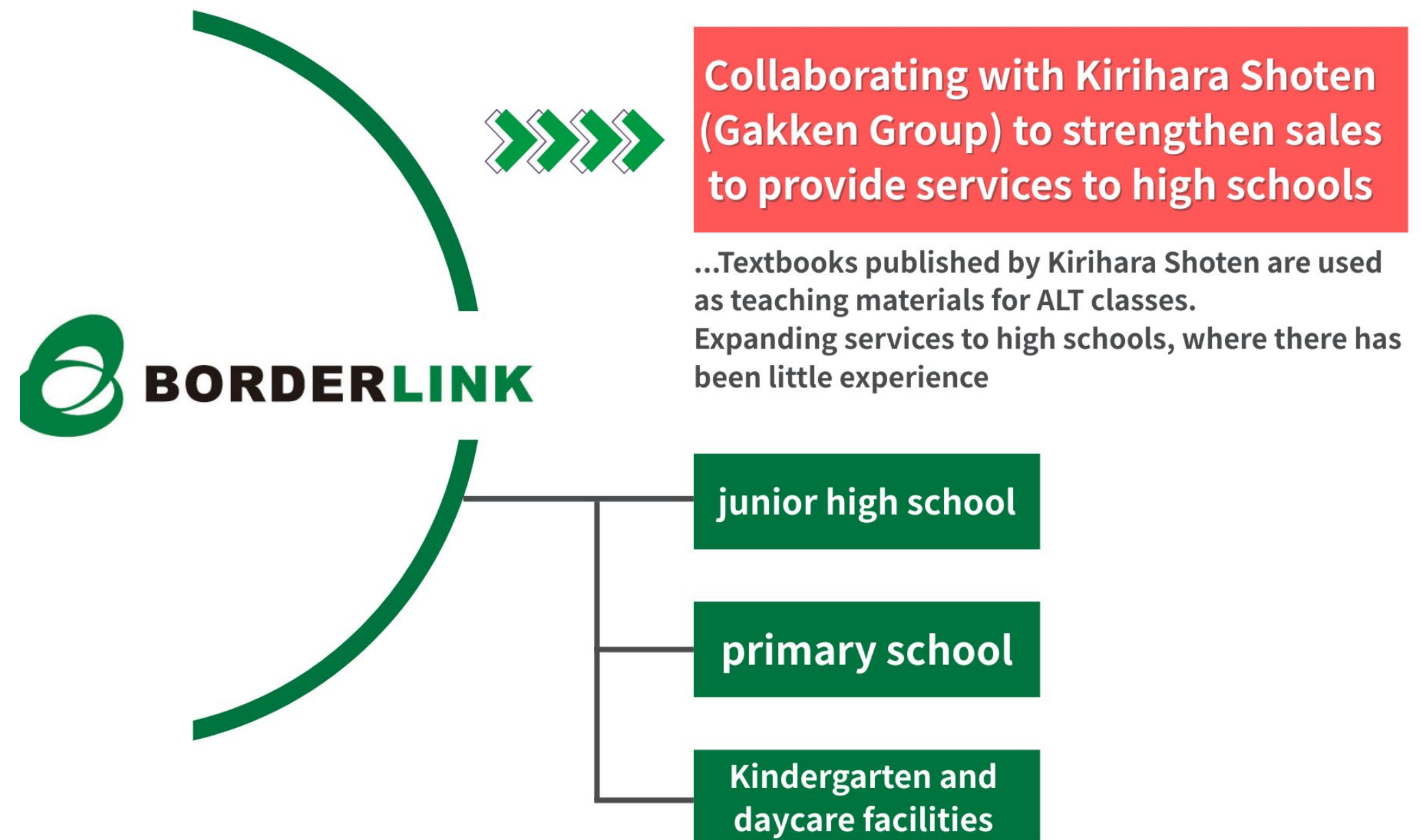
オンライン試験監視受験/チェックの流れ



**PROGOS**  
for English Speaking

EnglishCentral

We will collaborate with external parties to conduct efficient sales activities and establish a competitive advantage.





## 05

## Qualification service : Expand business opportunities with Gakken Group

Expand business opportunities with Gakken Group and establish a competitive advantage with AI products.



Began full-scale development of our overseas business, starting with Taiwan and collaborate with the local business operator, VoiceTube.



06

# Shareholder Return Policy

06

## 06

# Shareholder Return Policy

## Dividend Policy

While aiming to realize stable dividends to our shareholders, expect the dividend for FY2026/3 to be 8 yen per share, taking into account the forecast.

## Shareholder Benefit Plan

We offer shareholder benefits for our group services, starting from 100 shares held.

These benefits will be granted once a year to shareholders who hold the shares as of the end of March each year. Please check our website for details on the service overview and the terms and conditions for taking the courses.



**Shareholders' coupon worth 10,000 yen (\*1)**



Lesson Ticket  
60 sheets

or



ボーダーリンク英会話 1,200point

**Each plan is worth 12 lessons, up to 9,900 yen (\*2)**



資格スクエア

**20% discount coupon worth up to 159,390 yen (\*3)**

\*1: The maximum amount for using the shareholder benefit is the monthly fee of our service "RareJob Eikaiwa" that the user has contracted for. If the contracted plan is less than 10,000 yen per month, the difference will not be refunded.

\*2 : This is the equivalent amount when a user who is using a plan that allows for four lessons per month at "Ripple Kids Park" or "Borderlink Eikaiwa" provided by Borderlink, Inc. purchases the same number of tickets.

\*3 : This is the equivalent discount amount when used for the "Bar Examination Preliminary Examination Course."

07

# Appendix

07

**Chances for everyone, everywhere.**

**The realization of the world where everyone can  
unlock their potentials to be valued.**

## Environment



Reducing energy consumption  
by having less travel



Promoting paperless  
environment

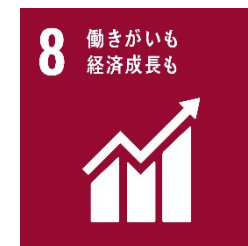
## Social



Providing reasonable and high  
quality educations



More jobs for women



Creating jobs in the  
developing country



Realization of the society  
where people can make full  
use of their abilities

## Governance



Corporate governance



Perspectives to be taken as human capital		KPI	End of Mar 2024	End of Mar 2025
Opportunities	Promoting diversity	Ratio of female managers	21.6%	21.6%
		Ratio of female members of board of directors in the group	29.4%	41.2%
	Localization of overseas subsidiaries	Ratio of locals in the board of directors in overseas subsidiaries	53.8%	58.3%
Providing training to take a next step	Providing training mainly for English speaking	Training hours per employee	6.4hours	7.3hours*
Visualizing the current situation	Enhancing English speaking skills to succeed globally	Ratio of PROGOS score B1 or higher	51.6%	62%

\*Results for 2024/4-2025/3.

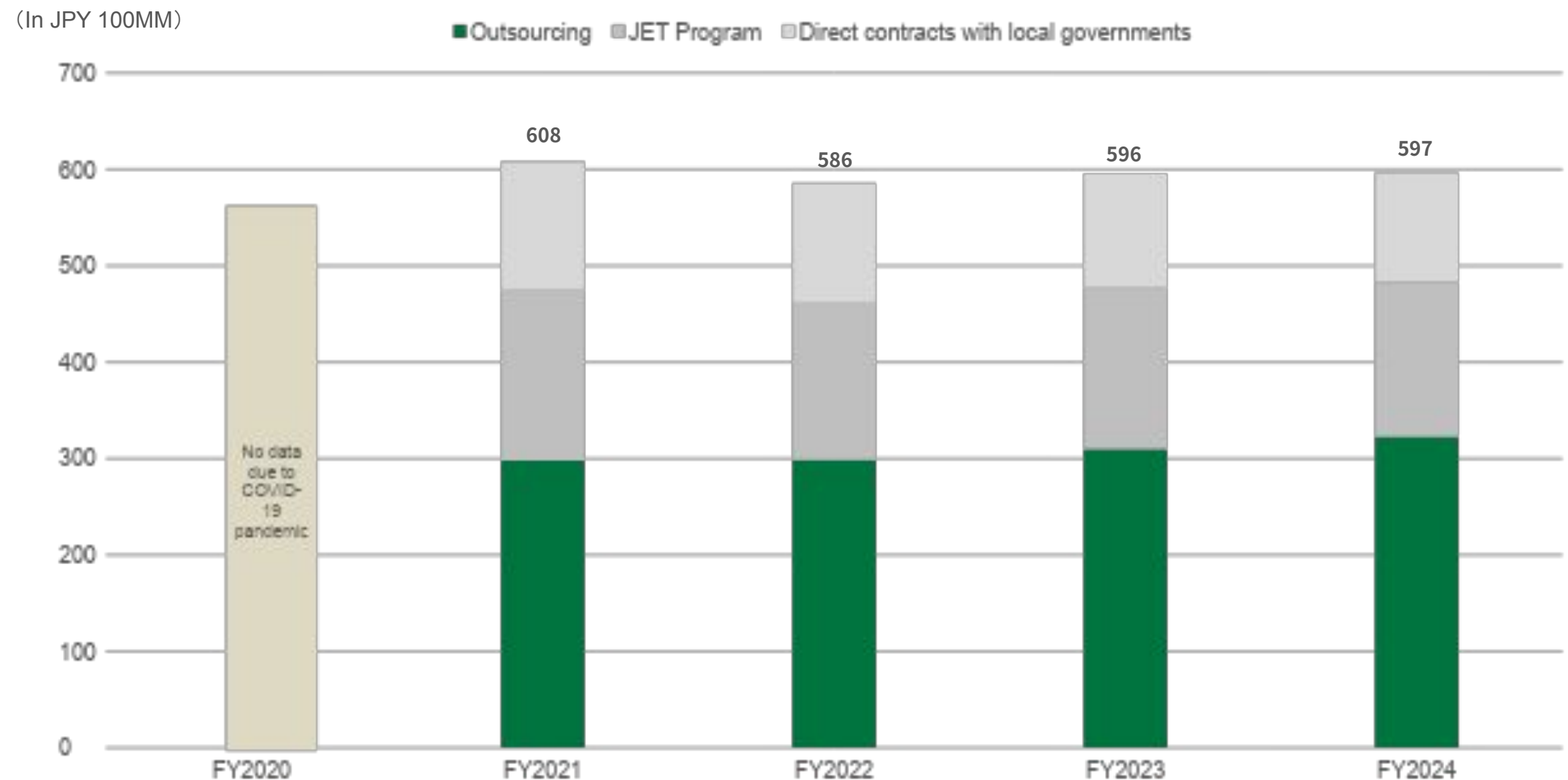


## 07

## ALT dispatch market

Though the market size shrank temporarily due to COVID-19 pandemic, the size is still close to about 60 billion yen.

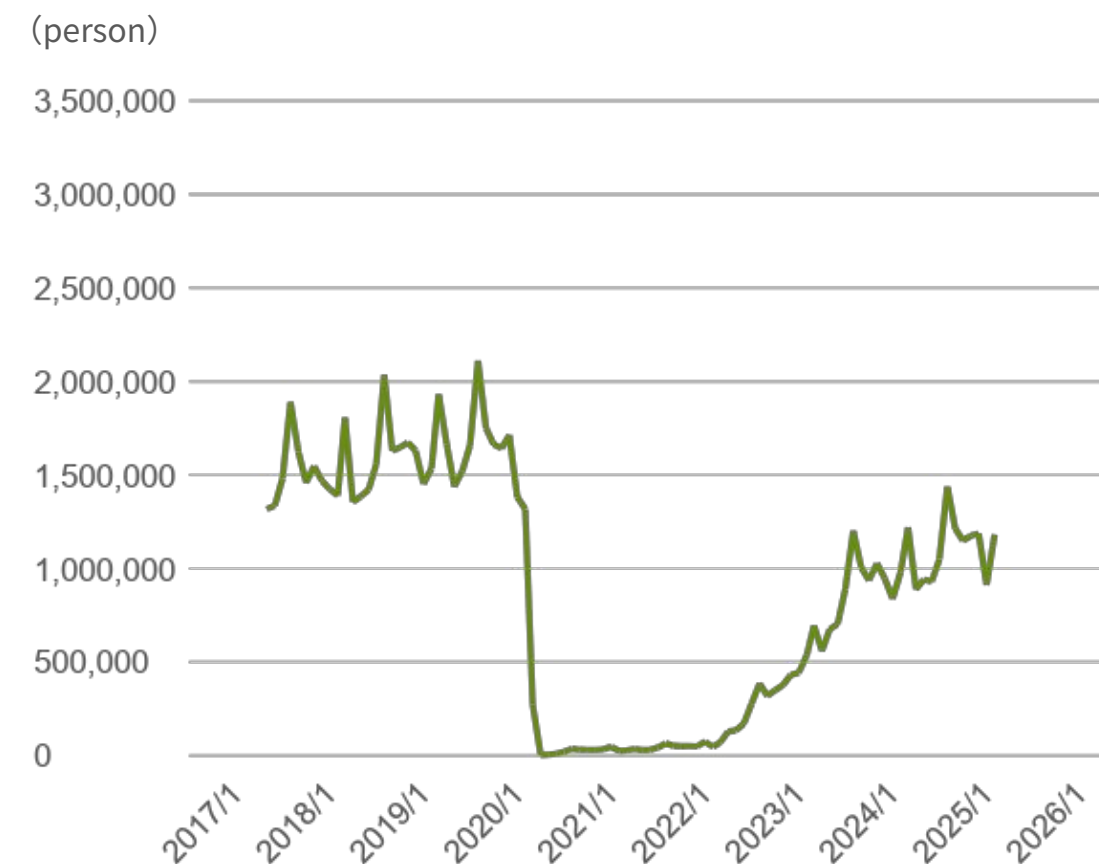
The proportion of private sector outsourcing compared to direct employment is increasing year by year, and although the market size remains flat, business opportunities are expanding.



\*RareJob estimated this based on the number of ALT excluding others from "Survey for Status of English Education" by MEXT and unit cost per ALT (4 million yen)

If the number of people leaving the country increases in correlation with the trend towards a stronger yen, we anticipate market expansion.

### Number of Japanese departures

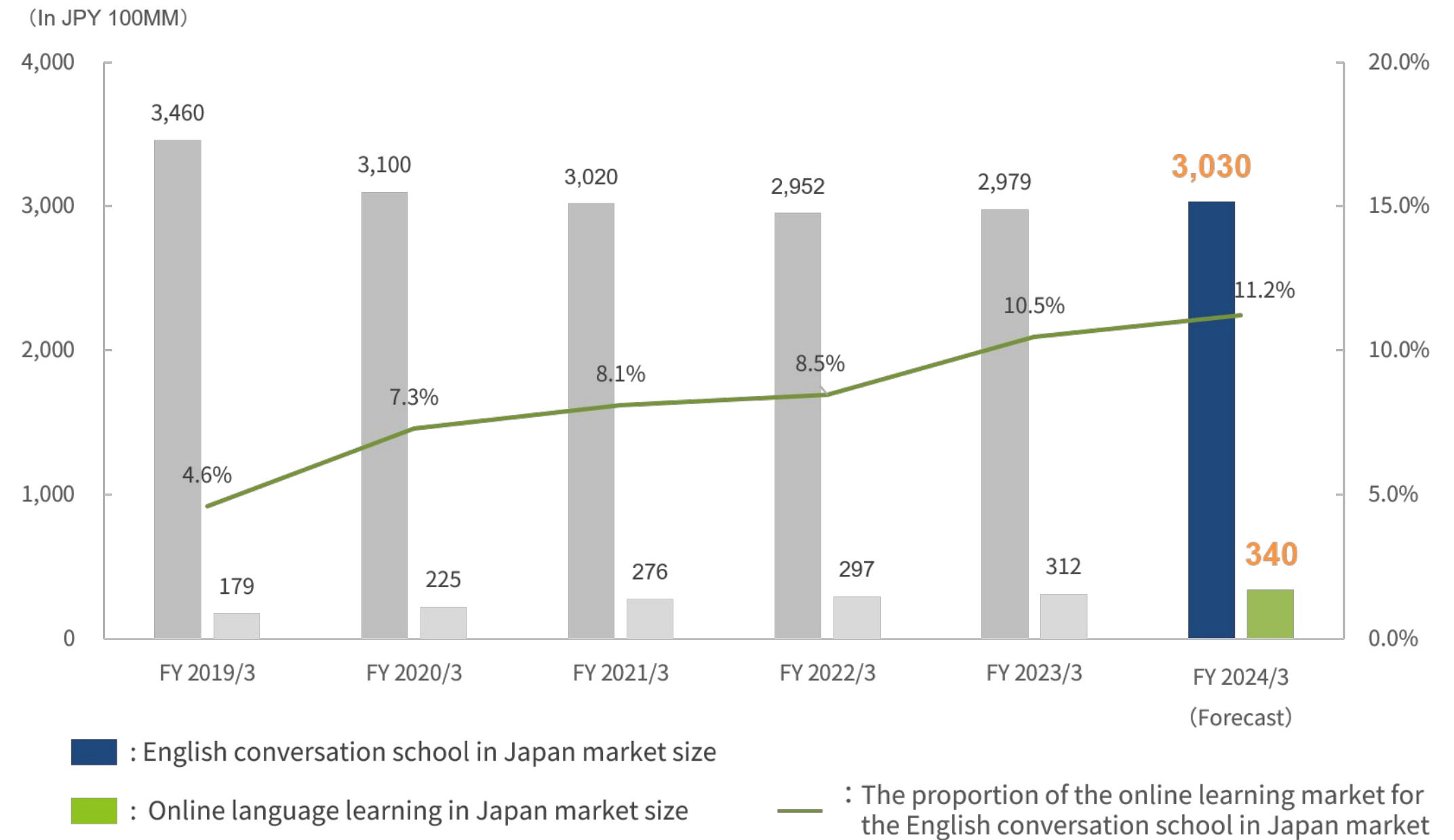


### Exchange rate (USD/JPY)



\*Immigration Services Agency "Statistics of Immigration Management"

The online English learning market accounts for only 11.2% of the English conversation school in Japan market, which means a huge potential for future growth in the online market.



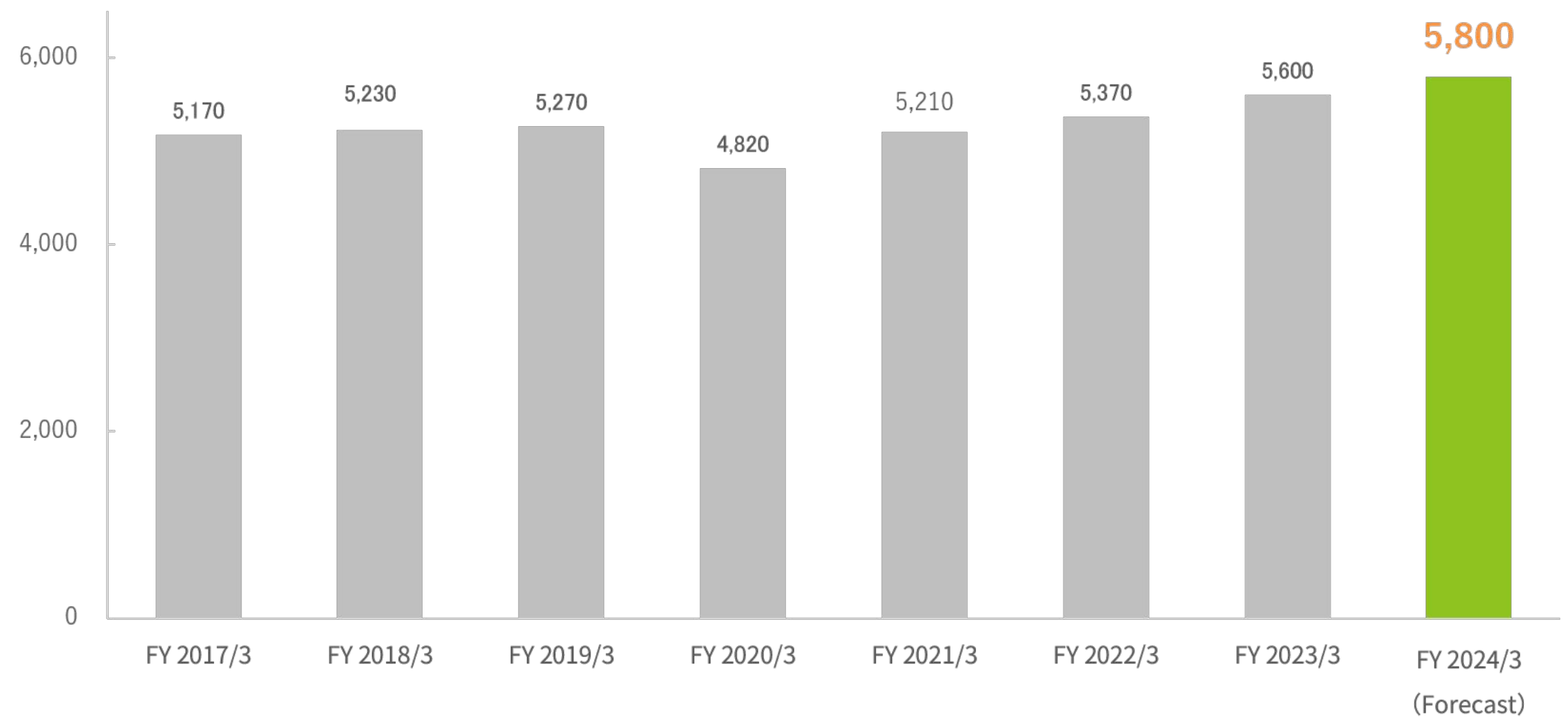
Source: Yano Research Institute, "Language learning business report 2024"

## 07

## Corporate training market

The market size has been recovering since the decline caused by COVID-19 pandemic.

(In JPY 100MM)



\*Source : Yano Research Institute, "Business Training Service Market and Outlook 2024"

- This material has been prepared by the Company for the purpose of informing investors of the current status of RareJob, Inc. (hereinafter referred to as "RareJob").
- The materials and information provided in this document include so-called "forward-looking statements". These forward-looking statements are based on current expectations, forecasts and assumptions that involve risks and are subject to uncertainties that could cause actual results to differ materially from those discussed in the forward-looking statements.
- These risks and uncertainties include general domestic and international economic conditions, such as general industry and market conditions, interest rate and currency exchange rate fluctuations.
- We assume no obligation to update or revise the forward-looking statements contained in this announcement, even in the event of new information or future events

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