

■ 3Q FY10/20 Results of Operations

Gakujo Co., Ltd.

Financial Highlights

	3Q FY10/19	% to sales	3Q FY10/20	% to sales	YoY (%)
Net sales	4,923	100.0	3,833	100.0	-22.1
Cost of sales	1,724	35.0	1,360	35.5	-21.1
Gross profit	3,199	65.0	2,472	64.5	-22.7
SG&A expenses	2,042	41.5	1,927	50.3	-5.6
of which, sales promotion expenses	412	8.4	360	9.4	-12.6
Operating profit	1,156	23.5	545	14.2	-52.9
Ordinary profit	1,220	24.8	681	17.8	-44.2
Profit before income taxes	1,220	24.8	663	17.3	-45.6
Profit	839	17.1	452	11.8	-46.1

FY10/20 Initial forecasts

FY10/20 (fct.)	% to sales
7,800	100.0
2,574	33.0
5,226	67.0
2,996	38.4
589	7.6
2,230	28.6
2,350	30.1
2,350	30.1
1,602	20.5

FY10/20 Revised forecasts

FY10/20 (fct.)	% to sales	YoY (%)
5,600	100.0	-20.3
1,988	35.5	-13.9
3,612	64.5	-23.5
2,600	46.4	-6.6
436	7.8	-26.0
1,012	18.1	-47.8
1,157	20.7	-43.1
1,157	20.7	-43.1
788	14.1	-43.8

(Millions of yen)

Sales by Main Business Categories

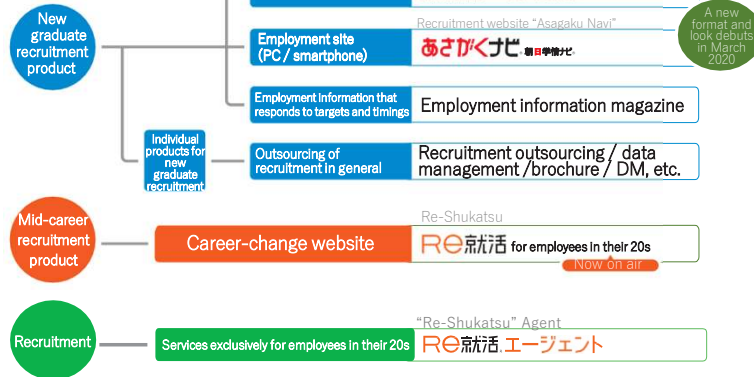
	3Q FY10/19	3Q FY10/20	YoY (%)
Employment Expo "Shusyoku-haku"	2,059	1,280	-37.8
Recruitment website "Asagaku Navi"	617	787	+27.6
Career-change website "Re-Shukatsu"	1,024	767	-25.1
Recruitment	217	168	-22.5
Public-sector services	323	209	-35.2

Gakujo's Key Strengths

- Specialization in new graduate/age 20s segment; combines media and placement strengths to facilitate year-round recruiting
- Re-Shukatsu, Japan's leading career-change website specializing in people between the ages of 20 and 29
- Face-to-face job-hunting expertise – Employment Expo "Shusyoku-haku," the first event of this type in Japan, has the largest lineup of products and services in the industry
- Entered into a capital and business tie-up agreement with Asahi Shimbun and the Asahi Gakusei Shinbunsha (2013)
- Possession of data on more than 400,000 new graduating students every year
- Comprehensive consulting skills covering recruiting schedules, methodology for selecting applicants to hire and other aspects of recruiting – sharing of successes and hardships
- Proven reliability due to acquisition of Privacy Mark ahead of competitors in same industry
Renewed 10 times most in the industry
- Unique ability to develop products such as recruitment website "Asagaku Navi," career-change website "Re-Shukatsu" and Employment Expo "Shusyoku-haku"
- Wide-ranging results in the public sector and the fields of employment support and recruitment measures
Ministry of Economy, Trade and Industry; Ministry of Agriculture, Forestry and Fisheries; Ministry of Education, Culture, Sports, Science and Technology; Cabinet Office; Small and Medium Enterprise Agency; Three Tokyo Local Bar Associations; Tokyo Metropolitan Government; Osaka City and others
- Creditworthiness ensured with support from Asahi Broadcasting Corporation and Sky-A



Recruitment Information Business



Corporate Outline and History

Corporate Outline

Name: GAKUJO Co., Ltd.
 Established: November 1977
 CEO: Kiyokazu Nakai (Founder)
 Capital: 1,500,000,000 yen
 Employees: 281 (regular employees 272) (as of July 30, 2020)
 Offices: Osaka, Tokyo, Nagoya, Kyoto and Fukuoka

History

- Nov. 1977 Established "Mitaka Kikaku (now GAKUJO)" in Kita-ku, Osaka.
- Mar. 1983 Support was obtained from Asahi Broadcasting Corporation in the Employment Information Division.
- Aug. 1989 The Tokyo Branch was established in Chuo-ku, Tokyo.
- Oct. 1990 The Nagoya Branch was established in Naka-ku, Nagoya.
- Nov. 1998 Authorized by the Japan Information Processing Development Center under the control of the Ministry of International Trade and Industry (now Ministry of Economy, Trade and Industry) to use the "Privacy Mark."
- July 1999 Authorized as a private employment agency by the Ministry of Labour (now Ministry of Health, Labour and Welfare).
- Apr. 2000 Trade name was changed to GAKUJO, Co., Ltd.
- May 2002 GAKUJO was listed on JASDAQ Market.
- Aug. 2002 Authorized as a temporary-employment agency by the Ministry of Health, Labour and Welfare. Head office building was constructed at Umeda 2-chome, Kita-ku, Osaka.
- Nov. 2003 The Tokyo Head Office moved to Yurakucho, Chiyoda-ku, Tokyo.
- July 2004 The Kyoto Branch was established in Shimogyo-ku, Kyoto.
- Feb. 2005 Moved the Nagoya Branch Office to Sakae, Naka-ku, Nagoya.
- Sep. 2005 Listed on the Second Section of the Tokyo Stock Exchange.
- Oct. 2006 Listed on the First Section of the Tokyo Stock Exchange.
- Apr. 2010 Moved the Tokyo Head Office to Akasaka, Minato-ku, Tokyo.
- July 2011 Joined the Japan Business Federation.
- Mar. 2012 Moved the Nagoya Branch Office to Shinsakae-machi, Naka-ku, Nagoya.
- Jan. 2013 Entered into a capital and business tie-up agreement with the Asahi Shimbun and Asahi Gakusei Shinbunsha.
- Nov. 2013 Opened the Fukuoka Sales Office in Hakata-ku, Fukuoka.
- Mar. 2014 Moved the Tokyo Head Office to Toranomon, Minato-ku, Tokyo.
- Oct. 2016 Moved Nagoya Branch Office to Sakae, Naka-ku, Nagoya.
- Nov. 2016 Moved Tokyo Head Office to Ginza, Chuo-ku.
- Jan. 2017 Tokyo Head Office was renamed the Tokyo Headquarters to join the Osaka Headquarters in a dual headquarters structure.
- Nov. 2017 Fukuoka Sales Office was renamed the Fukuoka Branch Office.
- June 2019 Started Japan Jobs, a job-hunting and matching service for foreign students in Japan.



▲ Osaka Headquarters (Umeda, Kita-ku)



▲ Nagoya Branch Office (Sakae, Naka-ku, Nagoya)



▲ Kyoto Branch Office (Shimogyo-ku, Kyoto)



▲ Tokyo Headquarters (Ginza, Chuo-ku)



▲ Fukuoka Branch Office (Hakata-ku, Fukuoka)

Management Philosophy

With firm belief in future success, and with unflinching drive, intending to be a pioneer in the information industry, we are dedicated to virtuous and fair sales operations; We always face up to daunting challenges without fear; We plan, develop, and propose products that meet the current needs of the age; We are sincerely and honestly determined to present not only good products, but also good workers; and We aspire to share successes and hardships with our customers.

Basic Philosophy

We endeavor to be a company contributing to society through our work.