#### Summary of Financial Results



# for the Third Quarter of the Fiscal Year Ending March 31, 2025[Consolidated] (From April 1, 2024 to December 31, 2024) [under IFRS]

February 13, 2025

Company name: Relo Group, Inc. Listed Exchange: Tokyo Stock Exchange
Security code.: 8876 URL: https://www.relo.jp/

Representative: Kenichi Nakamura, Representative Director, CEO

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Scheduled Date to Start Distributing Dividends:

Supplemental documents for the financial results provided: Yes

Results briefing for the period under review provided: Yes (for institutional investors)

(Millions of yen, rounded down)

1. Consolidated Financial Results for the Year Ended December 31, 2024 (From April 1, 2024 to December 31, 2024)

#### (1) Consolidated Operating Results

(% figures represent change from the same period of the previous fiscal year)

	Revenue		Operating Profit		Profit before income taxes		Profit attributable to owners of the parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Nine months ended December 31, 2024	104,819	11.0	21,714	20.7	43,992	137.1	37,279	195.0
Nine months ended December 31, 2023	94,429	6.0	17,985	3.6	18,557	(6.0)	12,638	(28.1)

	Basic earnings per share	Diluted Net Income per Share
	Yen	Yen
Nine months ended	246.16	235.70
December 31, 2024	240.10	255.70
Nine months ended	82.69	79.30
December 31, 2023	82.09	79.30

#### (2) Consolidated Financial Positions

	Total Assets	Total equity	Equity attributable to owners of parent	Equity ratio attributable to owners of parent
	Millions of yen	Millions of yen	Millions of yen	%
As of December 31, 2024	274,112	65,362	63,082	23.0
As of March 31, 2024	290,165	40,350	38,624	13.3

#### 2. Dividends

	Dividends per Share						
	1st quarter End	2nd quarter End	3rd quarter End	Fiscal Year End	Total		
	Yen	Yen	Yen	Yen	Yen		
Fiscal year ended March 31, 2024	_	0.00	_	37.00	37.00		
Fiscal year ended March 31, 2025	_	0.00	_				
Fiscal Year ended March 31, 2025(forecast)				42.00	42.00		

<sup>(</sup>Note) 1. Correction from the dividend forecast, which published in the most recent : None

- 2. For the fiscal year ending March 31, 2025, we plan to pay an ordinary dividend of 38 yen as described in the outlook, plus a special dividend of 4 yen as a return corresponding to one-time earnings.
- 3. Projected Consolidated Results for the Fiscal Year Ending March 31, 2024 (From April 1, 2024 to March 31, 2025)

(% figures represent change from the same period of the previous fiscal year)

	Revenue		Operating Profit		Profit before income taxes		Profit attributable to owners of the parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Year ending March 31, 2025	140,000	5.6	30,000	8.6	51,000	_	40,000	_	262.67

(Note) 1. Correction from the consolidated forecastn which is published in the most recent: Yes

#### \*Notes

(1) Changes in significant subsidiaries during the Fiscal Year (Changes in specified subsidiaries associated with changes in the

scope of consolidation) : Yes Newly consolidated : —

1 company

Excluded : (Company name) affiliated companies that are accounted for by the equity method

Nihon Housing Co., Ltd.

(2) Changes in Accounting Policies, Changes in Accounting Estimates and Restatements:

1. Changes in accounting policies required by IFRS: None2. Changes in accounting policies other than (1): None3. Changes in accounting estimates: None

(3) Number of Shares Issued and Outstanding (Common stock)

1. Number of shares issued at the end As of As of 153,016,200shares 153,016,200shares of period (including treasury stock) December 31, 2024 March 31, 2024 2. Number of treasury stock at the end As of 3,338,595shares 174,632shares of period December 31, 2024 March 31, 2024 3. Average number of shares during 3rd Quarter of 3rd Quarter of 151,444,949shares 152,852,391 shares the period FY2025/3 FY2024/3

- \* Review by certified public accountant or audit corporation of the attached quarterly consolidated financial statements : None
- \* Statement regarding the proper use of financial forecasts and other specific remarks

  The forward-looking statements, such as forecasts, contained in this document are based on available information and certainassumptions that are regarded as reasonable. The Company does not guarantee the achievement of these statements.

  Actual results may differ significantly due to a range of factors.

This translation is to be used solely as a reference and the consolidated financial statements in this release are unaudited.

<sup>2.</sup> Please refer to the "Notice of Revision of Results Estimate" released today (February 13, 2025) for the revision of consolidated earnings forecasts.

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#### 1. Overview of operating results, etc.

#### (1) Overview of results of operations

In an environment in which global competition is intensifying with active overseas expansion of Japanese companies, the Group has established the mission "In Japan, we act as a solutions provider in the field of corporate fringe benefit, providing client companies with support in their non-core operations. We support the global expansion of Japanese companies so that they can perform to their full potential." and upholds the vision of "Creating an industry of comprehensive lifestyle support services that we provide globally." As part of our efforts to realize this vision, we are working to reinforce domestic business toward capturing the ultimate top market share and take on the challenge of building foundation for reaching the global market in our medium-term management plan New Third Olympic Plan which will conclude in the fiscal year ending March 31, 2025.

In the first nine months of the fiscal year under review, revenues and operating profit of the Relo Group, Inc. increased year on year, reflecting a steady gain in the stock base as both the number of units under management in the Leased Corporate Housing Management Business and the number of employee members in the Fringe Benefits Business increased. As stated in the Notice Concerning the Execution of a Subscription Agreement for a Tender Offer for Shares of an Equity-Method Subsidiary and the Expected Recording of Finance Income published on May 9, 2024, the Company recorded a gain on the sale of investments accounted for using the equity method of 18.7 billion yen. As a result of this and other factors, profit before income taxes and profit attributable to owners of the parent increased significantly.

Results of operations In the first nine months of the fiscal year under review are as shown below.

Revenue 104,819 million yen (up 11.0% year on year)

Operating profit 21,714 million yen (up 20.7% year on year)

Profit before income taxes 43,992 million yen (up 137.1% year on year)

Profit attributable to owners of the parent 37,279 million yen (up 195.0% year on year)

#### (i) Relocation Business

In Relocation Business, we provide comprehensive mobility support to people working for Japanese companies in and outside Japan, mainly through Leased Corporate Housing Management Business, Residential Property Management Business and Global Relocation Assist Business. In Leased Corporate Housing Management Business, in addition to mainstay leased corporate housing management, we provide housing relocation assistance such as real estate search, house sitting, etc. In Residential Property Management Business, we provide comprehensive lease property management and intermediary services in response to various corporate housing needs. In Global Relocation Assist Business, we provide comprehensive services to assist employees of Japanese companies on overseas assignments in countries of destination in North America and other locations until they return to Japan.

In the first nine months under review, the stock of units under management in the Leased Corporate Housing Management Business exceeded the level of the same period of the previous fiscal year's level, resulting in growth in management fee income, and the number of cases using housing relocation assistance such as real estate search also increased. In the Residential Property Management Business, the number of units under management increased year on year, and the stock base built up steadily. Additionally, certain properties were sold. Consequently, revenues and profit rose.

As a result, the Relocation Business recorded revenue of 72,300 million yen (up 10.8% year on year) and operating profit of 12,313 million yen (up 13.8%).

#### (ii) Fringe Benefit Business

In Fringe Benefit Business, we provide employee benefit-related services, including a support menu and extra privileges to employee members of client companies, in order to contribute to reducing companies' operational burdens and costs. Moreover, we provide emergency home care services as part of comprehensive support to livelihood of employee members of client companies.

In the first nine months under review, both revenue and profits increased, reflecting an increase in membership fee which reflected a rise in the number of new members in employee benefit-related services, as well as strong performance in emergency home care services.

As a result, the Fringe Benefit Business recorded revenue of 20,116 million yen (up 9.7% year on year) and operating profit of 9,049 million yen (up 7.6%).

#### (iii) Tourism Business

In Tourism Business, we conduct a hotel operation business and vacation home time-share business, utilizing the membership base in Fringe Benefit Business and management know-how concerning company rest houses and small to midsize hotels and inns in rural areas. We also work on the renewal of hotels and inns which have difficulty in finding successors.

In the first nine months under review, hotel occupancy rates were high, and the average room rate rose, resulting in increases in revenues and profit.

As a result, Tourism Business recorded revenue of 11,580 million yen (up 14.8% year on year) and operating profit of 3,474 million yen (up 109.7% year on year).

#### (iv) Other Business

In this segment, we operate financial business, etc., leveraging the core business frameworks. As a result, Other Business recorded revenue of 821 million yen (up 11.7% year on year) and an operating loss of 155 million yen (compared to an operating loss of 186 million yen a year ago).

#### (2) Management discussion of financial condition

Total assets as of the end of this fiscal year under review came to 274,112 million yen, a decline of 16,052 million yen compared to the end of the previous fiscal year.

Total liabilities amounted to 208,750 million yen, a decline of 41,064 million yen compared to the end of the previous fiscal year. Total equity came to 65,362 million yen, an increase of 25,012 million yen compared to the end of the previous fiscal year.

#### (3) Management discussion of cash flows

Cash and cash equivalents at the end of the first nine months of the fiscal year under review increased 13,722 million yen from the end of the previous fiscal year to 63,206 million yen.

The status of each cash flow category for the first nine months is as follows.

(Cash flows from operating activities)

Net cash provided by operating activities amounted to 21,599 million yen (up 6,023 million yen year on year) in the first nine months of the fiscal year under review. The main factors were profit before income taxes of 43,992 million yen, depreciation and amortization of 12,991 million yen and a decrease in trade and other receivables of 13,225 million yen.

(Cash flows from investing activities)

Net cash provided by investing activities amounted to 31,407 million yen in the first nine months of the fiscal year under review, compared with net cash used in investing activities of 7,443 million yen in the same period of the previous fiscal year. The main factor was proceeds of 33,229 million yen from sales of investments accounted for by the equity method.

(Cash flows from financing activities)

Net cash used in financing activities amounted to 39,653 million yen (up 29,360 million yen year on year) in the first nine months of the fiscal year under review. The main factors were a net decrease in short-term borrowings of 22,028 million yen, repayments of long-term borrowings of 8,922 million yen and dividends paid of 5,652 million yen.

# (4) Management discussion of forecast for consolidated results of operations and other forward-looking statements

The Company has revised its consolidated results estimate for the fiscal year ending March 31, 2025, based on the results in the first nine months and its projections for the remaining period of the fiscal year. For details, please refer to the Notice of Revision of Results Estimate announced on February 13, 2025.

# 2. Consolidated Financial Statements

# (1) Consolidated Statements of Financial Position

		(
	As of March 31, 2024	As of December 31, 2024
Assets		
Current assets		
Cash and cash equivalents	49,484	63,206
Trade and other receivables	82,229	69,538
Inventories	6,980	7,341
Other financial assets	2,742	2,494
Other current assets	6,263	4,493
Total current assets	147,701	147,074
Non-current assets		
Property, plant and equipment	15,954	17,466
Right-of-use assets	30,321	27,024
Goodwill	16,458	16,802
Intangible assets	8,846	9,265
Investment property	20,376	19,516
Investments accounted for using the equity method	15,311	699
Other financial assets	23,233	23,429
Deferred tax assets	10,909	11,796
Other non-current assets	1,052	1,037
Total non-current assets	142,463	127,037
Total assets	290,165	274,112

	As of March 31, 2023	As of December 31, 2024
Liabilities and equity		
Liabilities		
Current liabilities		
Trade and other payables	61,382	54,732
Bonds and borrowings	37,282	12,396
Lease liabilities	9,782	8,313
Income taxes payable	4,099	2,598
Contract liabilities	8,707	6,790
Other financial liabilities	20,766	18,691
Provisions	368	_
Other current liabilities	4,817	3,664
Total current liabilities	147,208	107,186
Non-current liabilities		
Bonds and borrowings	45,045	43,929
Lease liabilities	18,521	17,014
Contract Liabilities	18,256	18,700
Other financial liabilities	10,084	10,749
Provisions	8,621	9,010
Deferred tax liabilities	1,321	1,315
Other current liabilities	754	843
Total non-current liabilities	102,606	101,563
Total liabilities	249,815	208,750
Equity		
Share capital	2,667	2,667
Capital surplus	552	490
Retained earnings	25,314	56,945
Treasury shares	(51)	(5,551)
Other components of equity	10,142	8,531
Equity attributable to owners of parent	38,624	63,082
Non-controlling interests	1,726	2,280
Total equity	40,350	65,362
Total liabilities and equity	290,165	274,112

### (2) Consolidated Statements of Income and Consolidated Statement of Comprehensive Income

Consolidated Statements of Income

For the nine months ended December 31, 2023 and 2024

	Nine months ended December 31, 2023	Nine months ended December 31, 2024
Revenue	94,429	104,819
Cost of sales	51,320	57,370
Gross profit	43,109	47,449
Selling, general and administrative expenses	26,402	28,974
Other income	1,653	3,594
Other expenses	375	354
Operating profit	17,985	21,714
Finance income	767	316
Finance costs	1,008	386
Share of profit of investments accounted for using equity method	813	3,624
Gain on sale of investemets accounted for using equity method	_	18,724
Profit before income taxes	18,557	43,992
Income tax expense	5,583	6,269
Profit =	12,974	37,723
Profit attributable to		
Owners of the parent	12,638	37,279
Non-controlling interests	335	444
Profit =	12,974	37,723
Earnings per share		
Basic earnings per share (Yen)	82.69	246.16
Diluted earnings per share (Yen)	79.30	235.70

		(Willions of yell)
	Three months ended December 31, 2023	Three months ended December 31, 2024
Revenue	31,240	34,745
Cost of sales	17,012	19,079
Gross profit	14,228	15,666
Selling, general and administrative expenses	9,070	9,875
Other income	455	511
Other expenses	153	252
Operating profit	5,460	6,050
Finance income	262	94
Finance costs	419	97
Share of profit of investments accounted for using equity method	210	46
Gain on sale of investemets accounted for using equity method	_	_
Profit before income taxes	5,514	6,093
Income tax expense	1,656	1,704
Profit	3,857	4,389
Profit attributable to		
Owners of the parent	3,812	4,306
Non-controlling interests	45	82
Profit	3,857	4,389
Earnings per share		
Basic earnings per share (Yen)	24.94	28.75
Diluted earnings per share (Yen)	23.89	27.54

	Nine months ended December 31, 2023	Nine months ended December 31, 2024
Profit	12,974	37,723
Other comprehensive income		
Items that will not be reclassified to profit or loss		
Financial assets measured at fair value through other comprehensive income	(1,021)	(33)
Share of other comprehensive income of investments accounted for using the equity method	17	(16)
Total	(1,004)	(50)
Items that may be reclassified subsequently to profit or loss		
Differences on translation of foreign operations	778	(1,443)
Exchange differences on translation of foreign operations	93	(254)
Total	871	(1,697)
Other comprehensive income	(132)	(1,748)
Comprehensive income	12,841	35,975
Comprehensive income attributable to:		
Owners of the parent	12,490	35,535
Non-controlling interests	351	439
Comprehensive income	12,841	35,975

	Three months ended December 31, 2023	Three months ended December 31, 2024
Profit	3,857	4,389
Other comprehensive income		
Items that will not be reclassified to profit or loss		
Financial assets measured at fair value through other comprehensive income	127	148
Share of other comprehensive income of investments accounted for using the equity method	2	_
Total	130	148
Items that may be reclassified subsequently to profit or loss		
Differences on translation of foreign operations	(705)	1,505
Exchange differences on translation of foreign operations	1	_
Total	(704)	1,505
Other comprehensive income	(573)	1,653
Comprehensive income	3,283	6,042
Comprehensive income attributable to:		
Owners of the parent	3,233	5,965
Non-controlling interests	50	77
Comprehensive income	3,283	6,042

# (3) Consolidated Statements of Changes in Equity

(From April 1, 2023 to December 31, 2023)

(Millions of yen)

	Equity attributable to owners of the parent			N				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	Total	- Non- controlling interests	Total equity
Balance at	2 667	271	50 1/11	(56)	7.502	69 615	1 202	60.910
April 1, 2023	2,667	2/1	58,141	(56)	7,592	68,615	1,203	69,819
Profit	_	_	12,638	_	_	12,638	335	12,974
Other comprehensive income	_	_	_	_	(148)	(148)	16	(132)
Total comprehensive income	_	_	12,638	_	(148)	12,490	351	12,841
Disposal of treasury shares	_	15	_	4	(19)	0	_	0
Cash dividend paid	_	_	(5,044)	_	_	(5,044)	(60)	(5,105)
Share-based payment transactions	_	199	_	_	201	401	_	401
Changes in ownership interest in subsidiaries	_	_	_	_	_	_	(3)	(3)
Other	_	_	21	_	(21)	(0)	0	0
Total transactions with owners of the parent	_	215	(5,023)	4	159	(4,642)	(62)	(4,705)
Balance at December 31, 2023	2,667	487	65,756	(51)	7,603	76,462	1,492	77,955

(From April 1, 2024 to December 31, 2024)

	Equity attributable to owners of the parent				N			
•	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	Total	controlling	Total equity
Balance at	2.667	550	25 214	(51)	10 142	20 624	1 726	40.250
April 1, 2024	2,667	552	25,314	(51)	10,142	38,624	1,726	40,350
Profit	_	_	37,279	_	_	37,279	444	37,723
Other comprehensive income	_	_	_	_	(1,743)	(1,743)	(4)	(1,748)
Total comprehensive income	_	_	37,279	_	(1,743)	35,535	439	35,975
Purchase of treasury shares	_	_	_	(5,499)	_	(5,499)	_	(5,499)
Cash dividend paid	_	_	(5,655)	_	_	(5,655)	(70)	(5,726)
Share-based payment transactions	_	162	_	_	147	310	_	310
Changes in ownership interest in subsidiaries	_	(176)	_	_	(0)	(176)	176	_
Other	_	(48)	7	_	(14)	(55)	9	(46)
Total transactions with owners of the parent	_	(61)	(5,648)	(5,499)	132	(11,077)	115	(10,962)
Balance at December 31, 2024	2,667	490	56,945	(5,551)	8,531	63,082	2,280	65,362

(4) Consolidated Cash Flow Statements	Nine months ended December 31, 2023	Nine months ended December 31, 2024
Cash flows from operating activities	2000	2000000121,2021
Profit before tax	18,557	43,992
Depreciation and amortization	12,304	12,991
Finance income and finance costs	(201)	207
Share of loss (profit) of investments accounted for using equity method	(813)	(3,624)
Gain on sale of investemets accounted for using equity method	_	(18,724)
Loss (gain) on sale of fixed assets	(1,163)	(2,544)
Decrease (increase) in inventories	(610)	(361)
Decrease (increase) in trade and other receivables	23,792	13,225
Increase (decrease) in trade and other payables	(17,424)	(6,535)
Decrease (inLease) liabilities	(6,505)	(6,636)
Other	(2,810)	(5,083)
Subtotal	25,123	26,907
Interest and dividends received	1,055	498
Interest paid	(669)	(326)
Income taxes paid	(9,933)	(5,479)
Cash flows from operating activities	15,576	21,599
Cash flows from investing activities		
Purchase of property, plant and equipment	(1,501)	(3,782)
Proceeds from sale of property, plant and equipment	19	1,997
Purchase of intangible assets	(1,255)	(1,563)
Purchase of investment property	(5,149)	(4,440)
Proceeds from sale of investment property	5,403	6,214
Purchase of property, plant and equipment	(437)	(380)
Proceeds from sale of property, plant and equipment	308	38
Payments for acquisition of subsidiaries	(82)	(56)
Payments for loans receivable	(4,661)	(3)
Proceeds from sale of investments accounted for using equity method	_	33,229
Other	(87)	154
Cash flows from investing activities	(7,443)	31,407
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	3,980	(22,028)
Proceeds from long-term borrowings	1,978	4,884
Repayments of long-term borrowings	(8,984)	(8,922)
Purchase of treasury shares	_	(5,499)
Proceeds from sale of treasury shares	0	_
Dividends paid	(5,042)	(5,652)
Dividends paid to non-controlling interests	(60)	(66)
Other	(2,165)	(2,368)
Cash flows from financing activities	(10,293)	(39,653)
Effect of exchange rate changes on cash and cash equivalents	258	368
Net increase (decrease) in cash and cash equivalents	(1,902)	12 700
Cash and cash equivalents at the beginning of the period	43,695	13,722
		49,484
Cash and cash equivalents at the end of the period	41,793	63,206

#### (5) Notes to Consolidated Financial Statements

(Notes on Assumptions for Going Concern) Not appliciate

(Segment information)

#### (1) Outline of reportable segments

The Company's reportable segments are those units of the Company for which separate financial information is available and for which the Board of Directors regularly conducts a review for the purpose of making decisions on the allocation of managerial resources to the segments and assessing the segments' performance.

The Group is engaged in outsourcing services related to employee benefits for companies, spanning both housing and leisure / lifestyle support areas, as its core business, as well as Property Management Business and Tourism Business, leveraging the operating base of the core business.

An outline of each business segment is as described below.

Relocation Business: Total outsourcing services by subleasing leased corporate housing, Property management

business, Supports for overseas assignment, Supports for Return, Expatriate Regulations

Consulting, etc.

Fringe benefit Business: Benefit outsourcing services, Customer retention outsourcing services, Emergency home

care sercices, etc.

Tourism Business: Vacation home time-share business, Hotel operation business, etc.

#### (2) Information of reportable segments

Profit by reportable segment is based on operating profit. Intersegment sales and transfers are based on prevailing market prices.

For the nine months ended December 31, 2023 (From April 1, 2023 to December 31, 2023)

	Business segment			
	Relocation Business	Fringe benefit Business	Tourism Business	Subtotal
Revenue				
Revenue from external customers	65,274	18,335	10,083	93,693
Intersegment revenue	139	254	57	450
Total	65,413	18,590	10,140	94,144
Segment profit(loss)	10,819	8,413	1,656	20,889

	Other (Note 1)	Total	Adjustments (Note 2)	Consolidated Statement of Profit or Loss
Revenue				
Revenue from external customers	736	94,429	_	94,429
Intersegment revenue	147	598	(598)	_
Total	883	95,027	(598)	94,429
Segment profit(loss)	(186)	20,703	(2,717)	17,985

(Note) 1. Other Business is a business segment that is not included in the reportable segments and includes financial business.

<sup>2.</sup> Intersegment revenue and the segment profit (loss) adjustment is the result of elimination of intersegment transactions.

	Business segment			
	Relocation Business	Fringe benefit Business	Tourism Business	Subtotal
Revenue				
Revenue from external customers	72,300	20,116	11,580	103,997
Intersegment revenue	174	282	60	517
Total	72,474	20,399	11,641	104,515
Segment profit(loss)	12,313	9,049	3,474	24,837

	Other (Note 1)	Total	Adjustments (Note 2)	Consolidated Statement of Profit or Loss
Revenue				
Revenue from external customers	821	104,819	_	104,819
Intersegment revenue	160	677	(677)	_
Total	982	105,497	(677)	104,819
Segment profit(loss)	(155)	24,682	(2,968)	21,714

(Note) 1. Other Business is a business segment that is not included in the reportable segments and includes financial business.

#### Reconciliation from operating profit to profit before tax

	Nine months ended	Nine months ended
	December 31, 2023	December 31, 2024
Operating profit	17,985	21,714
Finance income	767	316
Finance costs	1,008	386
Share of profit of investments accounted for using equity method	813	3,624
Gain on sale of investemets accounted for using equity method	_	18,724
Profit before income taxes	18,557	43,992

<sup>2.</sup> Intersegment revenue and the segment profit (loss) adjustment is the result of elimination of intersegment transactions.

#### (Gain on sale of investemets accounted for using equity method)

In the first nine months of the fiscal year under review, the Company sold its shareholding in Nihon Housing Co., Ltd., an equity-method subsidiary, and excluded Nihon Housing from the scope of application of equity method accounting. The Company consequently recorded a gain on sale of investments accounted for using the equity method of 18,724 million yen in the consolidated statements of income. The proceeds from the sale of the shares are included in the proceeds from the sale of investments accounted for using the equity method in the consolidated cash flow statements.