Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

September 11, 2025

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

Company name: Timee, Inc.
Listing: Tokyo Stock Exchange
Securities code: 215A
URL: http://corp.timee.co.jp/
Representative: Ryo Ogawa, Representative Director and CEO
Inquiries: Tomoaki Yagi, Director and CFO
Telephone: +81-3-6822-3013
Scheduled date to commence dividend payments: –
Preparation of supplementary material on financial results: Yes
Holding of financial results briefing: Yes (for institutional investors and securities analysts)

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

1. Financial results for the nine months ended July 31, 2025 (from November 1, 2024 to July 31, 2025)

(1) Operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit	
Nine months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
July 31, 2025	24,827	30.5	5,097	82.5	5,035	103.7	3,821	160.5
July 31, 2024	19,025	–	2,793	–	2,472	–	1,466	–

	Basic earnings per share	Diluted earnings per share
Nine months ended	Yen	Yen
July 31, 2025	38.66	35.00
July 31, 2024	15.42	13.70

Notes 1. The percentages of year-on-year changes for the nine months ended July 31, 2024 are not stated, as the Company has not prepared the quarterly financial statements for the nine months ended July 31, 2023.
2. The Company conducted a 3,000-for-1 split of its common stock effective March 31, 2024. Basic earnings per share for the nine months ended July 31, 2024 were calculated based on the assumption that said stock split was conducted at the beginning of the fiscal year.
3. As the Company was listed on the Growth Market of the Tokyo Stock Exchange on July 26, 2024, diluted earnings per share for the nine months ended July 31, 2024 were calculated by considering the average price of shares during the period from the date of the initial listing to the end of the quarterly financial statements ended July 31, 2024 as the average price of shares during the period.

(2) Financial position

	Total assets	Net assets	Equity ratio
As of	Millions of yen	Millions of yen	%
July 31, 2025	29,623	13,035	43.9
October 31, 2024	26,575	9,095	34.2

Reference: Equity
As of July 31, 2025: ¥13,015 million
As of October 31, 2024: ¥ 9,078 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 October 31, 2024	–	0.00	–	0.00	0.00
Fiscal year ending October 31, 2025	–	0.00	–		
Fiscal year ending October 31, 2025 (Forecast)				0.00	0.00

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

3. Financial results forecast for the fiscal year ending October 31, 2025 (from November 1, 2024 to October 31, 2025)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	34,139 ~34,300	27.0 ~27.6	6,773 ~7,134	59.5 ~68.0	6,697 ~7,058	70.7 ~79.8	4,833 ~5,141	72.8 ~83.8	48.91 ~52.02

Notes 1. Revisions to the financial results forecast most recently announced: Yes

2. Financial results forecast for the fiscal year ending October 31, 2025 is disclosed with range. For further details, reference documents are the attached materials, "1. Qualitative Information on Quarterly Financial Results, (3) Explanation of Financial Results Forecast and Other Forward-looking Information."

*** Notes**

(1) Adoption of accounting treatments specific to the preparation of quarterly financial statements: None

(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 stock)

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

As of July 31, 2025	100,110,000 shares
As of October 31, 2024	97,122,000 shares

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

As of July 31, 2025	– shares
As of October 31, 2024	– shares

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

Nine months ended July 31, 2025	98,827,333 shares
Nine months ended July 31, 2024	95,072,333 shares

Note: The Company conducted a 3,000-for-1 split of its common stock effective March 31, 2024. The total number of issued shares at the end of the period (including treasury shares) and the average number of shares outstanding during the period were calculated based on the assumption that said stock split was conducted at the beginning of the fiscal year.

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

* Proper use of financial results forecast and other special matters

The financial results forecast and other forward-looking statements herein are based on information currently available to the Company and certain assumptions that the Company deems reasonable, and they are not intended to be a promise by the Company that they will be achieved. Actual results may differ significantly from those forecasts due to a wide range of factors. For the above-mentioned financial results forecast, please refer to page 3 of the attached documents, “1. Qualitative Information on Quarterly Financial Results, (3) Explanation of Financial Results Forecast and Other Forward-looking Information.”

Table of Contents - Attachments

1. Qualitative Information on Quarterly Financial Results 2
(1) Explanation of Operating Results 2
(2) Explanation of Financial Position 3
(3) Explanation of Financial Results Forecast and Other Forward-looking Information 3

2. Quarterly Financial Statements and Principal Notes 4
(1) Quarterly Balance Sheets 4
(2) Quarterly Statements of Operations 6
Nine Months Ended July 31 6
(3) Notes to Quarterly Financial Statements 7
(Notes on going concern assumption) 7
(Notes in case of significant changes in shareholders' equity) 7
(Notes on segment information, etc.) 7
(Notes on statements of cash flows) 7
(Significant subsequent events) 7

1. Qualitative Information on Quarterly Financial Results

(1) Explanation of Operating Results

Forward-looking statements herein were determined as of the end date of the quarter of the fiscal year under review.

Under the vision “Helping individuals create more valuable time” and having a mission “Building infrastructure for expanding life’s possibilities through work,” the Company provides on-demand job platform “Timee,” a fee-charging employment placement business that matches “time when someone wants to work” and “time when workers are needed” across the country. Different from conventional recruitment platforms, jobs which are matched on “Timee” are based on direct employment between clients and workers*1 on a one-day basis.

During the nine months ended July 31, 2025, despite continued stagnation in certain areas of private consumption and other variables, the Japanese economy continued to recover moderately due to an improvement in employment and income conditions, and an increase in inbound demand. Meanwhile, the outlook still remains uncertain due to factors such as an unstable global situation, depreciation of the yen and rising prices, as well as the impact of monetary policy. In the labor market, measures by government to address the "Annual Income Threshold" are progressing, raising expectations for sustainable income growth. Furthermore, a guideline for the national average of the minimum wages has been indicated at 1,118 yen per hour for fiscal year 2025, and wages are expected to rise. In addition, as labor shortages become chronic for society as a whole amid the declining population, falling birthrate, and aging society, there are expanding needs for acceptance of outside personnel by companies and diverse ways of working. Accordingly, we believe that demand for our business that offers new ways of working will further expand.

In such a social and economic environment for Japan and the market environment surrounding the Company which is a serious labor shortage, our matching business facilitated the mobility of human resources and continued to increase the number of registered client accounts and active accounts*2 of our services including those in the logistics and retail industries. Furthermore, we strove to enhance marketing efficiency by continuously monitoring advertising market trends and customer responses for each advertising medium as well as CPI*3. Marketing activities through digital ads, mainly targeting workers, resulted in a considerable increase in the number of registered workers. The fill rate in the third quarter under review remained at a high level of 85.9%*4, which was due to the expansion of the number of core workers*5. Although selling, general and administrative expenses include costs related to preventing service misuse, the Company implemented disciplined investments with cost control and operating profit increased significantly year on year.

As a result, the number of registered workers exceeded 11.98 million and the number of registered client accounts exceeded 392 thousand during the nine months ended July 31, 2025, generating transaction volume*6 of 84,939 million yen (up 32.4% year on year).

For the nine months ended July 31, 2025, the Company reported net sales of 24,827,996 thousand yen (up 30.5% year on year), operating profit of 5,097,131 thousand yen (up 82.5% year on year), ordinary profit of 5,035,464 thousand yen (up 103.7% year on year) and profit of 3,821,319 thousand yen (up 160.5% year on year).

Figures by segment are omitted, because the Company operates a single business segment of the “Timee” business.

*1. “Workers” in the statements means “spot workers”
*2. Registered client account that posted at least one job listing in a month
*3. CPI, an abbreviation of cost per install, refers to acquisition cost per new worker
*4. Calculated by dividing the number of active workers by the number of job openings in the third quarter under review
*5. Core workers are existing workers who work 8 or more times per month
*6. The total amount of wages and transportation expenses paid to workers

(2) Explanation of Financial Position

(Assets)

Current assets as of the end of the third quarter under review were 27,281,206 thousand yen, up 1,920,359 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 329,492 thousand yen increase in cash and deposits, a 347,846 thousand yen increase in accounts receivable – trade by as a result of increased net sales, a 969,855 thousand yen increase in advances paid for wages and transportation expenses paid to workers as a result of increased use of "Timee" and a 277,080 thousand yen increase in prepaid expenses such as fees for the lump-sum payment service for annual expenses as a result of business expansion. Also, non-current assets as of the end of the third quarter under review were 2,342,534 thousand yen, up 1,128,371 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 141,705 thousand yen increase in leasehold improvements related to the head office where we increased floor space, a 367,863 thousand yen increase in Investment securities resulting from the investment in Needer Inc. and a 528,892 thousand yen increase in deferred tax assets.

As a result, total assets were 29,623,741 thousand yen, up 3,048,731 thousand yen compared with the end of the previous fiscal year.

(Liabilities)

Current liabilities as of the end of the third quarter under review were 15,928,458 thousand yen, down 770,646 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 600,000 thousand yen decrease in short-term borrowings and a 132,183 thousand yen decrease in accounts payable - other. Also, non-current liabilities as of the end of the third quarter under review were 660,160 thousand yen, down 119,753 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 104,940 thousand yen decrease in long-term borrowings as a result of repayment of borrowings.

As a result, total liabilities were 16,588,618 thousand yen, down 890,399 thousand yen compared with the end of the previous fiscal year.

(Net assets)

Net assets as of the end of the third quarter under review were 13,035,123 thousand yen, up 3,939,131 thousand yen compared with the end of the previous fiscal year. This was mainly due to an increase in retained earnings as a result of recorded profit of 3,821,319 thousand yen for the nine months ended July 31, 2025.

(3) Explanation of Financial Results Forecast and Other Forward-looking Information

The financial results forecast for the full year ending October 31, 2025 have been revised from the financial results forecast that the Company disclosed dated December 12, 2024, based on recent operating trends. For further details, reference documents are "Notice Concerning Revisions to Full-Year Financial Results Forecasts" disclosed today (September 11, 2025).

2. Quarterly Financial Statements and Principal Notes

(1) Quarterly Balance Sheets

(Thousands of Yen)

	As of October 31, 2024	As of July 31, 2025
Assets		
Current assets		
Cash and deposits	12,238,870	12,568,363
Accounts receivable - trade	3,097,521	3,445,367
Accounts receivable - other	1,005	1,426
Advances paid	9,747,779	10,717,635
Advance payments	7,470	-
Prepaid expenses	338,881	615,961
Allowance for doubtful accounts	(70,681)	(67,547)
Total current assets	25,360,846	27,281,206
Non-current assets		
Property and equipment		
Leasehold improvements	338,519	480,224
Vehicles	-	6,588
Tools, furniture and fixtures	446,625	563,566
Leased assets	21,600	-
Accumulated depreciation	(299,435)	(414,302)
Total property and equipment	507,309	636,076
Investments and other assets		
Investment securities	-	367,863
Investments in capital	10	10
Guarantee deposits	440,388	544,482
Long-term prepaid expenses	2,906	1,660
Deferred tax assets	263,548	792,441
Total investments and other assets	706,853	1,706,458
Total non-current assets	1,214,163	2,342,534
Total assets	26,575,010	29,623,741

(Thousands of Yen)

	As of October 31, 2024	As of July 31, 2025
Liabilities		
Current liabilities		
Short-term borrowings	10,500,000	9,900,000
Current portion of long-term borrowings	143,315	139,920
Lease liabilities	3,295	-
Accounts payable - other	2,185,159	2,052,975
Accrued expenses	1,665,447	1,940,762
Advances received	84,089	38,540
Refund liabilities	-	802
Deposits received	82,184	140,865
Income taxes payable	1,366,379	1,180,182
Accrued consumption taxes	669,233	534,409
Total current liabilities	16,699,104	15,928,458
Non-current liabilities		
Long-term borrowings	765,100	660,160
Lease liabilities	14,813	-
Total non-current liabilities	779,913	660,160
Total liabilities	17,479,018	16,588,618
Net assets		
Shareholders' equity		
Share capital	149,472	214,877
Capital surplus	7,026,266	7,091,671
Retained earnings	1,902,950	5,724,269
Total shareholders' equity	9,078,689	13,030,818
Valuation and translation adjustments		
Valuation difference on available-for-sale securities	-	(15,546)
Total valuation and translation adjustments	-	(15,546)
Share acquisition rights	17,302	19,850
Total net assets	9,095,992	13,035,123
Total liabilities and net assets	26,575,010	29,623,741

(2) Quarterly Statements of Operations

Nine Months Ended July 31

(Thousands of Yen)

	For the nine months ended July 31, 2024	For the nine months ended July 31, 2025
Net sales	19,025,012	24,827,996
Cost of sales	888,028	1,375,723
Gross profit	18,136,983	23,452,273
Selling, general and administrative expenses	15,343,627	18,355,141
Operating profit	2,793,355	5,097,131
Non-operating income		
Interest income	22	4,064
Gain on sale of non-current assets	-	1,015
Income from point programs	12,755	12,984
Miscellaneous income	2,773	6,120
Total non-operating income	15,552	24,185
Non-operating expenses		
Interest expenses	41,209	85,115
Loss on disposal of property and equipment	205	261
Office relocation expenses	182	-
Listing expenses	294,479	-
Miscellaneous expenses	785	474
Total non-operating expenses	336,861	85,851
Ordinary profit	2,472,046	5,035,464
Extraordinary gain		
Gain on extinguishment of share acquisition rights	526	-
Total extraordinary gain	526	-
Extraordinary loss		
Loss on cancellation of leases	-	16,601
Total extraordinary loss	-	16,601
Profit before income taxes	2,472,572	5,018,863
Income taxes – current	1,158,067	1,726,437
Income taxes – deferred	(152,421)	(528,892)
Total income taxes	1,005,645	1,197,544
Profit	1,466,927	3,821,319

(3) Notes to Quarterly Financial Statements

(Notes on going concern assumption)

Not applicable.

(Notes in case of significant changes in shareholders' equity)

Not applicable.

(Notes on segment information, etc.)

[Segment information]

Segment information is omitted because the Company operates a single business segment of the "Timee" business.

(Notes on statements of cash flows)

Quarterly statements of cash flows for the nine months ended July 31, 2025 have not been prepared.

Depreciation for the nine months ended July 31, 2025 is as follows:

(Thousands of Yen)

	For the nine months ended July 31, 2024	For the nine months ended July 31, 2025
Depreciation	127,622	175,985

(Significant subsequent events)

(Business combination through stock acquisition)

At the meeting of the Board of Directors held on July 23, 2025, the Company resolved to acquire all the shares of Sukima Works Inc. and make it a subsidiary and executed a share transfer agreement on August 6, 2025. Based on the share transfer agreement, the Company acquired all the shares on August 29, 2025.

I. Overview of the business combinations

(1) The name and business of the acquired company

Name of the acquired company	Sukima Works Inc.
Description of business	Development and operation of a staffing platform for logistics warehouses to solve human resource challenges.

(2) Main reasons for the business combination

To optimize corporate management and to consolidate and streamline management resources, to maximize business synergies, strengthen business foundation, and aim for further sustainable growth, the Company acquired Sukima Works Inc., a company specializing in business process outsourcing (BPO) for logistics and warehouse operations.

(3) Date of business combination

August 29, 2025

(4) Legal form of business combination

Acquisition of shares

(5) Name of the company after combination

Sukima Works Inc.

(6) Percentage of voting rights acquired

100%

(7) Primary basis for determining the acquiring company

Due to acquiring 100% of the shares of Sukima Works Inc. in exchange for cash

II. Acquisition cost of the acquired company and breakdown by type of consideration

Consideration for acquisition	Cash	300,837 thousand yen
Acquisition costs		300,837 thousand yen

III. Details and amounts of major acquisition-related expenses

Advisory fees, etc. (estimated): 17,041 thousand yen

IV. Amount of goodwill incurred, cause of occurrence, amortization method, and amortization period

Not yet determined.