



3. Projected Consolidated Results for the Fiscal Year Ending March 31, 2025 (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	48,000	—	33,000	—	215.90

(Note) Correction from the dividend forecast, which published in the most recent : None

\*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 : None

2. Changes in accounting policies other than (1) : None

3. Changes in accounting estimates : None

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

1. Number of shares issued at the end of period (including treasury stock)	As of June 30, 2024	153,016,200 shares	As of March 31, 2024	153,016,200 shares
2. Number of treasury stock at the end of period	As of June 30, 2024	203,480 shares	As of March 31, 2024	174,632 shares
3. Average number of shares during the period	1st Quarter of FY2025/3	152,825,677 shares	1st Quarter of FY2024/3	152,853,463 shares

\* 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 certain assumptions 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.

## 1. Overview of operating results, etc.

### (1) Overview of results of operations

In an environment of intensifying global competition where Japanese companies are stepping up efforts to expand overseas, the Group has shaped its mission: to support the non-core operations of Japanese companies, enabling them to concentrate on their core operations and compete on the world stage, to facilitate their global expansion and empower them to unleash their true potential, and in doing so, to aid in the great transformation that awaits Japan. Based on this mission we uphold the vision of creating an industry of comprehensive lifestyle support services provided globally and becoming the No.1 global relocation company. 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 three 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. As a result, profit before income taxes and profit attributable to owners of the parent increased significantly.

Results of operations in the first six months of the fiscal year under review are as shown below.

Revenue	34,626 million yen	(up 12.9% year on year)
Operating profit	7,046 million yen	(up 22.8% year on year)
Profit before income taxes	26,205 million yen	(up 337.5% year on year)
Profit attributable to owners of the parent	24,043 million yen	(up 501.6% year on year)

Results of operations by segment are as shown below.

#### (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 three months of the fiscal year 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 24,194 million yen (up 13.4% year on year) and operating profit of 4,563 million yen (up 26.8%).

#### (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 three months of the fiscal year under review, both revenue and profit increased compared to a year ago, reflecting an increase in membership fees due to new members attained in employee benefit-related services and strong performance in emergency home care services, a related business.

As a result, the Fringe Benefit Business recorded revenue of 6,669 million yen (up 9.8% year on year) and operating profit of 2,886 million yen (up 6.1%).

(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.

During the first three months of the fiscal year 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 3,484 million yen (up 15.8% year on year) and operating profit of 589 million yen (up 45.4%).

(iv) Other Business

In this segment, we operate financial business, etc., leveraging the core business frameworks. As a result, Other Business recorded revenue of 278 million yen (up 6.7% year on year) and an operating loss of 37 million yen (compared to an operating loss of 75 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 291,441 million yen, an increase of 1,276 million yen compared to the end of the previous fiscal year.

Total liabilities amounted to 232,007 million yen, a decline of 17,807 million yen compared to the end of the previous fiscal year.

Total equity came to 59,433 million yen, an increase of 19,083 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 quarter of the current fiscal year increased 20,691 million yen from the end of the previous fiscal year to 70,175 million yen.

The status of each cash flow category for the first quarter of the current fiscal year is as follows.

(Cash flows from operating activities)

Net cash provided by operating activities amounted to 8,396 million yen (up 3,866 million yen year-on-year) in the first quarter of the current fiscal year. The main factors were income before income taxes of 26,205 million yen and a 5,296 million yen increase/decrease in trade and other receivables.

(Cash flows from investing activities)

Net cash provided by investing activities amounted to 32,502 million yen in the first quarter of the current fiscal year, compared with net cash used in investing activities of 5,501 million yen in the same period of the previous 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 20,698 million yen (up 15,015 million yen year-on-year) in the first quarter of the current fiscal year. The main factors were a net decrease in short-term loans payable of 12,993 million yen and cash dividends paid of 5,589 million yen.

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

The results of operations for the first three months of the fiscal year under review were in line with the previous forecast. There is no change in the business forecasts stated in the Summary of Financial Results for the Fiscal Year Ended March 31, 2024, which was announced on May 9, 2024.

## 2. Consolidated Financial Statements

### (1) Consolidated Statements of Financial Position

(Millions of yen)

	As of March 31, 2024	As of June 30, 2024
Assets		
Current assets		
Cash and cash equivalents	49,484	70,175
Trade and other receivables	82,229	77,159
Inventories	6,980	7,263
Other financial assets	2,742	2,812
Other current assets	6,263	6,942
Total current assets	147,701	164,354
Non-current assets		
Property, plant and equipment	15,954	16,490
Right-of-use assets	30,321	29,098
Goodwill	16,458	16,620
Intangible assets	8,846	8,768
Investment property	20,376	20,206
Investments accounted for using the equity method	15,311	619
Other financial assets	23,233	23,231
Deferred tax assets	10,909	11,100
Other non-current assets	1,052	951
Total non-current assets	142,463	127,086
Total assets	290,165	291,441

(Millions of yen)

	As of March 31, 2024	As of June 30, 2024
Liabilities and equity		
Liabilities		
Current liabilities		
Trade and other payables	61,382	63,650
Bonds and borrowings	37,282	23,316
Lease liabilities	9,782	8,920
Income taxes payable	4,099	2,291
Contract liabilities	8,707	8,685
Other financial liabilities	20,766	18,824
Provisions	368	—
Other current liabilities	4,817	4,041
Total current liabilities	147,208	129,730
Non-current liabilities		
Bonds and borrowings	45,045	44,527
Lease liabilities	18,521	17,999
Contract Liabilities	18,256	18,390
Other financial liabilities	10,084	10,469
Provisions	8,621	8,856
Deferred tax liabilities	1,321	1,253
Other current liabilities	754	780
Total non-current liabilities	102,606	102,277
Total liabilities	249,815	232,007
Equity		
Share capital	2,667	2,667
Capital surplus	552	597
Retained earnings	25,314	43,701
Treasury shares	(51)	(51)
Other components of equity	10,142	10,698
Equity attributable to owners of parent	38,624	57,613
Non-controlling interests	1,726	1,819
Total equity	40,350	59,433
Total liabilities and equity	290,165	291,441

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

### Consolidated Statements of Income

For the three months ended June 30, 2023 and 2024

(Millions of yen)

	Three months ended June 30, 2023	Three months ended June 30, 2024
Revenue	30,675	34,626
Cost of sales	16,605	18,806
Gross profit	14,070	15,820
Selling, general and administrative expenses	8,459	9,593
Other income	333	861
Other expenses	202	41
Operating profit	5,740	7,046
Finance income	233	83
Finance costs	297	135
Share of profit of investments accounted for using equity method	314	486
Gain on sale of investemets accounted for using equity method	—	18,724
Profit before income taxes	5,990	26,205
Income tax expense	1,934	2,006
Profit	4,055	24,199
Profit attributable to		
Owners of the parent	3,996	24,043
Non-controlling interests	58	155
Profit	4,055	24,199
Earnings per share		
Basic earnings per share (Yen)	26.15	157.33
Diluted earnings per share (Yen)	25.08	150.70

Consolidated Statement of Comprehensive Income  
For the three months ended June 30, 2022 and 2023

(Millions of yen)

	Three months ended June 30, 2023	Three months ended June 30, 2024
Profit	4,055	24,199
Other comprehensive income		
Items that will not be reclassified to profit or loss		
Financial assets measured at fair value through other comprehensive income	(1,181)	(164)
Share of other comprehensive income of investments accounted for using the equity method	7	(16)
Total	(1,173)	(181)
Items that may be reclassified subsequently to profit or loss		
Differences on translation of foreign operations	1,063	943
Exchange differences on translation of foreign operations	22	(254)
Total	1,086	689
Other comprehensive income	(87)	507
Comprehensive income	3,968	24,706
Comprehensive income attributable to:		
Owners of the parent	3,896	24,545
Non-controlling interests	72	161
Comprehensive income	3,968	24,706

### (3) Consolidated Statements of Changes in Equity

(From April 1, 2023 to June 30, 2023)

(Millions of yen)

	Equity attributable to owners of the parent						Non-controlling interests	Total equity
	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	Total		
Balance at April 1, 2023	2,667	271	58,141	(56)	7,592	68,615	1,203	69,819
Profit	—	—	3,996	—	—	3,996	58	4,055
Other comprehensive income	—	—	—	—	△100	△100	13	(87)
Total comprehensive income	—	—	3,996	—	△100	3,896	72	3,968
Disposal of treasury shares	—	4	—	0	—	5	—	5
Cash dividend paid	—	—	(5,044)	—	—	(5,044)	(60)	(5,105)
Share-based payment transactions	—	68	—	—	68	137	—	137
Other	—	—	(4)	—	9	4	(2)	1
Total transactions with owners of the parent	—	72	(5,049)	0	77	(4,897)	(63)	(4,961)
Balance at June 30, 2023	2,667	344	57,088	(55)	7,570	67,614	1,212	68,826

(From April 1, 2024 to June 30, 2024)

(Millions of yen)

	Equity attributable to owners of the parent						Non-controlling interests	Total equity
	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	Total		
Balance at April 1, 2024	2,667	552	25,314	(51)	10,142	38,624	1,726	40,350
Profit	—	—	24,043	—	—	24,043	155	24,199
Other comprehensive income	—	—	—	—	502	502	5	507
Total comprehensive income	—	—	24,043	—	502	24,545	161	24,706
Purchase of treasury shares	—	—	—	△0	—	△0	—	△0
Cash dividend paid	—	—	(5,655)	—	—	(5,655)	(70)	(5,726)
Share-based payment transactions	—	45	—	—	53	99	—	99
Other	—	—	—	—	(0)	(0)	2	2
Total transactions with owners of the parent	—	45	(5,655)	(0)	53	(5,556)	(67)	(5,623)
Balance at June 30, 2024	2,667	597	43,701	(51)	10,698	57,613	1,819	59,433

#### (4) Consolidated Cash Flow Statements

	Three months ended June 30, 2023	Three months ended June 30, 2024
Cash flows from operating activities		
Profit (loss) before tax	5,990	26,205
Depreciation and amortization	3,969	4,333
Finance income and finance costs	(329)	95
Share of loss (profit) of investments accounted for using equity method	(314)	(486)
Gain on sale of investemets accounted for using equity method	—	△18,724
Loss (gain) on sale of fixed assets	(28)	(378)
Decrease (increase) in inventories	(902)	(283)
Decrease (increase) in trade and other receivables	1,992	5,296
Increase (decrease) in trade and other payables	3,530	2,409
Decrease (inLease) liabilities	(2,163)	(2,258)
Other	(1,412)	(4,254)
Subtotal	10,331	11,954
Interest and dividends received	453	381
Interest paid	(220)	(105)
Income taxes paid	(6,034)	(3,834)
Cash flows from operating activities	4,529	8,396
Cash flows from investing activities		
Purchase of property, plant and equipment	(566)	(1,027)
Proceeds from sale of property, plant and equipment	44	0
Purchase of intangible assets	(350)	(283)
Purchase of investment property	(2,943)	(1,600)
Proceeds from sale of investment property	1,068	2,095
Purchase of property, plant and equipment	(10)	(0)
Proceeds from sale of property, plant and equipment	159	—
Payments for loans receivable	(2,808)	—
Collection of loans receivable	18	11
Proceeds from sale of investments accounted for using equity method	—	33,229
Other	(113)	75
Cash flows from investing activities	(5,501)	32,502
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	2,010	(12,993)
Proceeds from long-term borrowings	820	1,150
Repayments of long-term borrowings	(2,834)	(2,633)
Redemption of bonds	(38)	(38)
Proceeds from sale of treasury shares	5	—
Dividends paid	(4,987)	(5,589)
Dividends paid to non-controlling interests	(60)	(66)
Other	(597)	(525)
Cash flows from financing activities	(5,683)	(20,698)
Effect of exchange rate changes on cash and cash equivalents	399	491
Net increase (decrease) in cash and cash equivalents	(6,256)	20,691
Cash and cash equivalents at the beginning of the period	43,695	49,484
Cash and cash equivalents at the end of the period	37,439	70,175

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

(Notes on Assumptions for Going Concern)

Not applicable

(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 the lease management business and hotel management 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 and intermediary services, Supports for overseas assignment, Supports for Return, Expatriate Regulations Consulting, etc.

Fringe benefit Business : Benefit outsourcing services, Customer retention outsourcing services, Emergency home care services, 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 three months ended June 30, 2023 (From April 1, 2023 to June 30, 2023)

(Millions of yen)

	Business segment			
	Relocation Business	Fringe benefit Business	Tourism Business	Subtotal
Revenue				
Revenue from external customers	21,334	6,072	3,008	30,415
Intersegment revenue	48	76	16	141
Total	21,382	6,149	3,024	30,556
Segment profit(loss)	3,598	2,720	405	6,724

	Other (Note 1)	Total	Adjustments (Note 2)	Consolidated Statement of Profit or Loss
Revenue				
Revenue from external customers	260	30,675	—	30,675
Intersegment revenue	44	185	(185)	—
Total	305	30,861	(185)	30,675
Segment profit(loss)	(75)	6,648	(908)	5,740

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

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

For the three months ended June 30, 2024 (From April 1, 2024 to June 30, 2024)

(Millions of yen)

	Business segment			
	Relocation Business	Fringe benefit Business	Tourism Business	Subtotal
Revenue				
Revenue from external customers	24,194	6,669	3,484	34,348
Intersegment revenue	61	101	17	180
Total	24,256	6,770	3,502	34,528
Segment profit(loss)	4,563	2,886	589	8,040

	Other (Note 1)	Total	Adjustments (Note 2)	Consolidated Statement of Profit or Loss
Revenue				
Revenue from external customers	278	34,626	—	34,626
Intersegment revenue	51	231	(231)	—
Total	329	34,858	(231)	34,626
Segment profit(loss)	(37)	8,002	(955)	7,046

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

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

Reconciliation from operating profit to profit before tax

(Millions of yen)

	Three months ended June 30, 2023	Three months ended June 30, 2024
Operating profit	5,740	7,046
Finance income	233	83
Finance costs	297	135
Share of profit of investments accounted for using equity method	314	486
Gain on sale of investemets accounted for using equity method	—	18,724
Profit before income taxes	5,990	26,205

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

In the first three 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.