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March 12, 2026



Consolidated Financial Results for the Three Months Ended January 31, 2026 (Under Japanese GAAP)



Company name: Timee, Inc.
 Listing: Tokyo Stock Exchange
 Securities code: 215A
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 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. Consolidated financial results for the three months ended January 31, 2026 (from November 1, 2025 to January 31, 2026)

(1) Consolidated operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Three months ended January 31, 2026	10,856	–	2,108	–	2,082	–	1,439	–
January 31, 2025	–	–	–	–	–	–	–	–

Note: Comprehensive income For the three months ended January 31, 2026: ¥1,436 million [–%]
 For the three months ended January 31, 2025: ¥– million [–%]

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
Three months ended January 31, 2026	14.29	13.49
January 31, 2025	–	–

Note: Since consolidated financial statements have been prepared from the end of the fiscal year ended October 31, 2025, figures for the three months ended January 31, 2025 and year-on-year changes are not stated.

(2) Consolidated financial position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
As of January 31, 2026	37,559	16,020	42.6
October 31, 2025	33,609	14,540	43.2

Reference: Equity
 As of January 31, 2026: ¥15,997 million
 As of October 31, 2025: ¥14,519 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, 2025	–	0.00	–	0.00	0.00
Fiscal year ending April 30, 2026	–				
Fiscal year ending April 30, 2026 (Forecast)		0.00	–	0.00	0.00

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

The fiscal year ending April 30, 2026 shall be a six-month period from November 1, 2025 to April 30, 2026 due to the change of accounting period, and the record date for dividends will also be changed.

3. Consolidated financial results forecast for the fiscal year ending April 30, 2026 (from November 1, 2025 to April 30, 2026)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	20,503		3,746		3,706		2,754		27.34
	~20,913	–	~4,137	–	~4,097	–	~3,021	–	~30.00

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

- Consolidated financial results forecast for the fiscal year ending April 30, 2026 is disclosed with range. The fiscal year ending April 30, 2026 shall be a six-month period from November 1, 2025 to April 30, 2026 due to the change of accounting period. Accordingly, year-on-year changes for the fiscal year ending April 30, 2026 are not provided. For further details, reference documents are the attached materials, “1. Qualitative Information on Quarterly Financial Results, (3) Explanation of Consolidated Financial Results Forecast and Other Forward-looking Information.”

* **Notes**

- (1) Significant changes in the scope of consolidation during the period: None
- (2) Adoption of accounting treatments specific to the preparation of quarterly consolidated financial statements: None
- (3) 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
- (4) Number of issued shares (common stock)

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

As of January 31, 2026	100,725,000 shares
As of October 31, 2025	100,314,000 shares

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

As of January 31, 2026	– shares
As of October 31, 2025	– shares

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

Three months ended January 31, 2026	100,683,000 shares
Three months ended January 31, 2025	97,312,000 shares

- * Review of the Japanese-language originals of the attached quarterly consolidated 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 Consolidated Financial Results Forecast and Other Forward-looking Information.”

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1. Qualitative Information on Quarterly Financial Results

(1) Explanation of Operating Results

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

Since the Group has prepared consolidated financial statements from the end of the previous fiscal year, comparisons with the corresponding period of the previous fiscal year are not provided.

Under the vision “Helping individuals create more valuable time” and having a mission “Building infrastructure for expanding life’s possibilities through work,” the Group 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 three months ended January 31, 2026, 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 and continuous 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, the regional minimum wages in each prefecture have been revised, and the national average of the minimum wage has risen to 1,121 yen per hour, up 66 yen year on year. 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 the Group’s 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 Group, 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 primarily 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*4 in the three months ended January 31, 2026 remained at a high level of 84.9%, which was due to the expansion of the number of core workers*5.

In our focus industries, initiatives for expansion into the social care industry are progressing steadily. We have implemented strategic investments, including enhanced marketing and increased sales resources, focusing on building a foundation for improving the fill rate. For the onboarding burden reduction project in the logistics industry, we also strengthened our structure as a strategic investment by increasing the number of field managers responsible for on-site training and other tasks for worker onboarding. Additionally, by implementing marketing measures, we have maintained high fill rates even during the busiest periods.

As a result, the number of registered workers exceeded 13.47 million and the number of registered client accounts exceeded 440 thousand during the three months ended January 31, 2026, generating transaction volume*6 of 36,172 million yen.

For the three months ended January 31, 2026, the Group reported net sales of 10,856,010 thousand yen, operating profit of 2,108,522 thousand yen, ordinary profit of 2,082,846 thousand yen and profit attributable to owners of parent of 1,439,385 thousand yen.

*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 first quarter under

review.

*5. Core workers are existing workers who work eight 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 first quarter under review were 34,288,802 thousand yen, up 3,759,944 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 3,882,586 thousand yen increase in cash and deposits resulting from borrowings. Also, non-current assets as of the end of the first quarter under review were 3,270,886 thousand yen, up 190,570 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 167,999 thousand yen increase in facilities attached to buildings related to the relocation of the branch offices.

As a result, total assets were 37,559,689 thousand yen, up 3,950,515 thousand yen compared with the end of the previous fiscal year.

(Liabilities)

Current liabilities as of the end of the first quarter under review were 20,918,654 thousand yen, up 2,519,093 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 3,890,000 thousand yen increase in short-term borrowings for advances paid in connection with business expansion, a 767,995 thousand yen decrease in accounts payable - other, and a 710,469 thousand yen decrease in income taxes payable associated with income tax paid. Also, non-current liabilities as of the end of the first quarter under review were 620,200 thousand yen, down 48,766 thousand yen compared with the end of the previous fiscal year. This was mainly due to a 48,766 thousand yen decrease in long-term borrowings as a result of repayment of borrowings.

As a result, total liabilities were 21,538,854 thousand yen, up 2,470,327 thousand yen compared with the end of the previous fiscal year.

(Net assets)

Net assets as of the end of the first quarter under review were 16,020,835 thousand yen, up 1,480,187 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 attributable to owners of parent of 1,439,385 thousand yen for the three months ended January 31, 2026.

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

The consolidated financial results forecast for the full year ending April 30, 2026 has been revised from the consolidated financial results forecast that the Company disclosed dated December 22, 2025. For further details, reference documents are “Notice Concerning Revisions to Full-Year Consolidated Financial Results Forecasts” disclosed today.

The financial results forecast is based on information available as of the date of announcement. Actual results may differ from those forecast figures due to a wide range of factors in the future.

2. Quarterly Consolidated Financial Statements and Principal Notes
(1) Quarterly Consolidated Balance Sheet

(Thousands of Yen)

	As of October 31, 2025	As of January 31, 2026
Assets		
Current assets		
Cash and deposits	14,225,097	18,107,684
Accounts receivable - trade	3,859,914	3,813,767
Accounts receivable - other	1,304	6,496
Advances paid	11,845,463	11,640,258
Prepaid expenses	652,529	777,187
Allowance for doubtful accounts	(55,451)	(56,591)
Total current assets	30,528,858	34,288,802
Non-current assets		
Property, plant and equipment		
Facilities attached to buildings	557,322	725,321
Vehicles	6,588	6,588
Tools, furniture and fixtures	626,565	743,411
Construction in progress	91,234	-
Accumulated depreciation	(485,160)	(531,839)
Total property, plant and equipment	796,550	943,482
Intangible assets		
Goodwill	345,283	332,952
Total intangible assets	345,283	332,952
Investments and other assets		
Investment securities	369,628	366,597
Investments in capital	25	35
Guarantee deposits	567,377	550,347
Long-term prepaid expenses	97,103	105,240
Deferred tax assets	904,347	972,231
Total investments and other assets	1,938,482	1,994,452
Total non-current assets	3,080,316	3,270,886
Total assets	33,609,174	37,559,689

(Thousands of Yen)

	As of October 31, 2025	As of January 31, 2026
Liabilities		
Current liabilities		
Short-term borrowings	11,110,000	15,000,000
Current portion of long-term borrowings	142,788	151,580
Accounts payable - other	2,656,927	1,888,931
Accrued expenses	2,136,573	2,172,847
Advances received	17,680	23,464
Refund liabilities	1,020	2,292
Deposits received	121,745	126,793
Provision for bonuses	1,056	190,186
Provision for bonuses for directors (and other officers)	23,058	62,389
Income taxes payable	1,487,268	776,798
Accrued consumption taxes	701,443	523,370
Total current liabilities	18,399,561	20,918,654
Non-current liabilities		
Long-term borrowings	668,966	620,200
Total non-current liabilities	668,966	620,200
Total liabilities	19,068,527	21,538,854
Net assets		
Shareholders' equity		
Share capital	221,741	242,581
Capital surplus	7,098,534	7,119,375
Retained earnings	7,213,182	8,652,567
Total shareholders' equity	14,533,458	16,014,524
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	(13,980)	(17,011)
Total accumulated other comprehensive income	(13,980)	(17,011)
Share acquisition rights	21,169	23,322
Total net assets	14,540,647	16,020,835
Total liabilities and net assets	33,609,174	37,559,689

(2) Quarterly Consolidated Statement of Income and Quarterly Consolidated Statement of Comprehensive Income

Quarterly Consolidated Statement of Income

Three Months Ended January 31

(Thousands of Yen)

	For the three months ended January 31, 2026
Net sales	10,856,010
Cost of sales	853,217
Gross profit	10,002,792
Selling, general and administrative expenses	7,894,270
Operating profit	2,108,522
Non-operating income	
Interest income	338
Point income	4,922
Miscellaneous income	9,721
Total non-operating income	14,982
Non-operating expenses	
Interest expenses	39,937
Loss on retirement of non-current assets	719
Total non-operating expenses	40,657
Ordinary profit	2,082,846
Profit before income taxes	2,082,846
Income taxes – current	711,345
Income taxes – deferred	(67,883)
Total income taxes	643,461
Profit	1,439,385
Profit attributable to owners of parent	1,439,385

Quarterly Consolidated Statement of Comprehensive Income
Three Months Ended January 31

(Thousands of Yen)

	For the three months ended January 31, 2026
Profit	1,439,385
Other comprehensive income	
Valuation difference on available-for-sale securities	(3,030)
Total other comprehensive income	(3,030)
Comprehensive income	1,436,354
Comprehensive income attributable to	
Comprehensive income attributable to owners of parent	1,436,354

(3) Notes to Quarterly Consolidated 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)

For the three months ended January 31, 2026 (from November 1, 2025 to January 31, 2026)

1. Information on net sales and profit (loss) by reportable segment

(Thousands of Yen)

	Reportable segment	Other (Note 1)	Total	Reconciliations (Note 2)	Amounts in the consolidated financial statements
	Timee business				
Net sales					
Net sales to external customers	10,539,523	316,486	10,856,010	-	10,856,010
Intersegment sales or transfers	31,608	-	31,608	(31,608)	-
Total	10,571,132	316,486	10,887,618	(31,608)	10,856,010
Segment profit (loss)	2,165,994	(57,471)	2,108,522	-	2,108,522

Notes 1. "Other" is a business segment that is not included in the reportable segments.

2. Reconciliations are eliminations of intersegment transactions.

2. Matters concerning changes in reportable segments etc.

The Group previously only had a single reportable segment, the "Timee" business, but as SukimaWorks Inc. became a consolidated subsidiary, starting from the first quarter of the current fiscal year, the Group discloses segment information under a newly added "Other" category.

(Notes on statements of cash flows)

Quarterly consolidated statements of cash flows for the three months ended January 31, 2026 have not been prepared. Depreciation and amortization of goodwill for the three months ended January 31, 2026 are as follows:

(Thousands of Yen)	
For the three months ended January 31, 2026	
Depreciation	71,417
Amortization of goodwill	12,331