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February 13, 2025

Consolidated Financial Results for the Fiscal Year Ended December 31, 2024 (Under IFRS)

Company name: TRYT Inc.
 Listing: Tokyo Stock Exchange
 Securities code: 9164
 URL: <https://tryt-group.co.jp/>
 Representative: Hidetaka Sasai, President and Representative Director, CEO
 Inquiries: Takaaki Inoue, Managing Executive Officer, CFO, General Manager of Administration
 Division
 Telephone: +81-6-6365-1131
 Scheduled date of ordinary general meeting of shareholders: March 28, 2025
 Scheduled date to commence dividend payments: March 31, 2025
 Scheduled date to file annual securities report: March 28, 2025
 Preparation of supplementary material on financial results: Yes
 Holding of financial results briefing: Yes (for institutional investors and analysts)

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

1. Consolidated financial results for the fiscal year ended December 31, 2024 (from January 1, 2024 to December 31, 2024)

(1) Consolidated operating results

(Percentages indicate year-on-year changes.)

Fiscal year ended	Revenue		Operating profit		Profit before tax		Profit	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
December 31, 2024	57,116	8.2	5,186	(31.0)	4,325	(38.6)	2,917	(40.5)
December 31, 2023	52,767	19.4	7,514	26.1	7,050	26.8	4,901	35.3

Fiscal year ended	Profit attributable to owners of parent		Total comprehensive income		Basic earnings per share	Diluted earnings per share
	Millions of yen	%	Millions of yen	%	Yen	Yen
December 31, 2024	2,917	(40.5)	2,917	(40.5)	29.17	—
December 31, 2023	4,901	35.3	4,901	35.3	49.01	48.39

Fiscal year ended	Ratio of profit to equity attributable to owners of parent	Ratio of profit before tax to total assets	Ratio of operating profit to revenue	EBITDA	
	%	%	%	Millions of yen	%
December 31, 2024	10.8	5.5	9.1	6,705	(24.4)
December 31, 2023	20.9	9.1	14.2	8,867	20.0

(Reference) Share of profit (loss) of investments accounted for using equity method:
 Fiscal year ended December 31, 2024: ¥-million;
 Fiscal year ended December 31, 2023: ¥-million

(2) Consolidated financial position

	Total assets	Total equity	Equity attributable to owners of parent	Ratio of equity attributable to owners of parent to total assets	Equity attributable to owners of parent per share
As of	Millions of yen	Millions of yen	Millions of yen	%	Yen
December 31, 2024	77,563	27,845	27,845	35.9	278.45
December 31, 2023	79,947	25,927	25,927	32.4	259.28

(3) Consolidated cash flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
Fiscal year ended	Millions of yen	Millions of yen	Millions of yen	Millions of yen
December 31, 2024	4,055	(511)	(6,336)	2,683
December 31, 2023	7,380	(981)	(3,222)	5,476

2. Cash dividends

	Annual dividends per share				
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total
Fiscal year ended December 31, 2023	Yen –	Yen 0.00	Yen –	Yen 0.00	Yen 0.00
Fiscal year ended December 31, 2024	–	0.00	10.00	11.00	21.00
Fiscal year ending December 31, 2025 (Forecast)	–	0.00	–	12.00	12.00

	Total cash dividends	Dividend payout ratio (consolidated)	Ratio of dividends attributable to owners of parent (consolidated)
Fiscal year ended December 31, 2023	Millions of yen –	% –	% –
Fiscal year ended December 31, 2024	2,100	72.0	7.8
Fiscal year ending December 31, 2025 (Forecast)		32.4	

Note: The source of cash dividends for the third quarter of the fiscal year ended December 31, 2024 is capital surplus. For details, please refer to the “Breakdown of cash dividends paid from capital surplus” below.

3. Consolidated financial results forecast for the fiscal year ending December 31, 2025 (January 1, 2025 to December 31, 2025)

(% indicates changes from the previous corresponding period.)

	Revenue		Operating profit		Profit before tax		Profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Full year	64,300	12.6	6,200	19.5	5,700	31.8	3,700	26.8	3,700	26.8

	Basic earnings per share		EBITDA	
	Yen	%	Millions of yen	%
Full year	37.00	26.8	7,800	16.3

* Notes

(1) Significant changes in the scope of consolidation during the period: None

Newly included: –

Excluded: –

(2) Changes in accounting policies and changes in accounting estimates

(i) Changes in accounting policies required by IFRS: None

(ii) Changes in accounting policies due to other reasons: None

(iii) Changes in accounting estimates: None

(3) Number of issued shares (ordinary shares)

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

As of December 31, 2024	100,000,000 shares
As of December 31, 2023	100,000,000 shares

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

As of December 31, 2024	– shares
As of December 31, 2023	– shares

(iii) Average number of shares outstanding during the period

Fiscal year ended December 31, 2024	100,000,000 shares
Fiscal year ended December 31, 2023	100,000,000 shares

(4) The calculation method for each indicator

EBITDA is defined as profit (loss) + income tax expense + financial expenses – financial income + depreciation (including right of use assets, customer related assets and other assets) + loss on retirement of fixed assets.

(5) Adjusted EBITDA stated in the “Consolidated Financial Results for the Fiscal Year Ended December 31, 2023” is the amount obtained by adding back one-time expenses such as IPO-related costs to the EBITDA stated above, and for the fiscal year ended December 31, 2023, adjusted EBITDA was ¥9,385 million. The disclosure of this adjusted metric for the fiscal year ended December 31, 2024 is omitted because one-time expenses such as IPO-related costs were not incurred. Please note that this is not a metric prescribed by IFRS.

[Reference] Overview of non-consolidated financial results

Non-consolidated financial results for the fiscal year ended December 31, 2024 (from January 1, 2024 to December 31, 2024)

(1) Non-consolidated operating results

(Percentages indicate year-on-year changes.)

Fiscal year ended	Net sales		Operating profit		Ordinary profit		Profit	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
December 31, 2024	24,120	36.3	5,268	83.0	4,450	119.3	3,779	127.9
December 31, 2023	17,696	40.8	2,878	–	2,029	–	1,658	–

Fiscal year ended	Basic earnings per share	Diluted earnings per share
	Yen	Yen
December 31, 2024	37.80	–
December 31, 2023	16.59	16.37

(2) Non-consolidated financial position

As of	Total assets	Net assets	Equity-to-asset ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
December 31, 2024	54,036	18,310	33.9	183.10
December 31, 2023	55,022	15,562	28.3	155.63

(Reference) Equity:

As of December 31, 2024: ¥18,310 million;

As of December 31, 2023: ¥15,530 million

<Reasons for differences in non-consolidated financial results compared to those of the previous fiscal year>

Due to an increase in dividends received from subsidiaries in the fiscal year ended December 31, 2024, net sales, operating profit, ordinary profit and profit increased.

* Financial results reports are exempt from audit conducted by certified public accountants or an audit firm.

* Proper use of earnings forecasts, and other special matters

The earnings forecasts and other forward-looking statements presented in this report are based on information currently available to the Company and certain assumptions deemed reasonable by the Company, and accordingly do not purport that the Company pledges to achieve such results. Moreover, actual results may differ substantially from the earnings forecasts due to various factors. Please refer to “1. Overview of operating results and others, (4) Future outlook” on page 5 of the attachment hereto for details including assumptions underlying the earnings forecasts and cautions when using the earnings forecasts.

Breakdown of cash dividends paid from capital surplus

The breakdown of cash dividends paid from capital surplus for the third quarter of the fiscal year ended December 31, 2024 is as follows.

Record date	Third quarter-end
Dividend per share	¥10.00
Total cash dividends	¥1,000 million

Note: Percentage decrease in net assets: zero

Contents of Attached Materials

1. Overview of operating results and others	2
(1) Overview of operating results for the fiscal year	2
(2) Overview of financial position for the fiscal year	4
(3) Overview of cash flows for the fiscal year	4
(4) Future outlook	5
(5) Basic policy regarding the distribution of profit	5
2. Basic rationale for selection of accounting standards	5
3. Consolidated financial statements and significant notes thereto.....	6
(1) Consolidated statement of financial position.....	6
(2) Consolidated statement of profit or loss and consolidated statement of comprehensive income.....	8
(3) Consolidated statement of changes in equity	10
(4) Consolidated statement of cash flows	11
(5) Notes to consolidated financial statements.....	12
Notes on going concern assumption.....	12
Segment information	12
Per share information	12
Significant subsequent events	12

1. Overview of operating results and others

(1) Overview of operating results for the fiscal year

The TRYT Group (the “Group”) has set its purpose “we create a future where everyone has a fulfilling life by solving the issues faced by essential industries with a focus on healthcare and welfare industry,” and developed its HR services mainly for this industry.

Specifically, we offer placement services, recruitment support, and temporary staffing services mainly targeting licensed or qualified professionals in the healthcare and welfare industry, focusing on the elderly care, nursing care and childcare sectors.

The Group will continue to draw on its industry-leading database in considering and implementing the development of services, which include services for healthcare/welfare institutions that entail providing operational and business management services for supporting recruitment, education and retention, as well as services for healthcare/welfare professionals that entail provision of education, community and specialized knowledge.

In addition to its HR services in the healthcare and welfare industry, the Group also offers temporary staffing services primarily targeting qualified personnel such as architects, building operation and management engineers, and civil engineering works execution managing engineers, mainly dispatching them to general contractors and major construction firms.

During the fiscal year ended December 31, 2024, the Group continued to face a deepening labor shortage in Japan. Particularly, the healthcare and welfare industry and the construction industry encountered a chronic labor shortage due to the necessity of those industries. As a result, active job openings-to-applicants ratio in those industries continued to be elevated as compared to the overall industry averages.

Amidst this business environment, in order to fulfill its corporate social responsibility, the Group has supported to solve customers’ problems related to human resources and worked to improve customer satisfaction and differentiate itself from peer companies by developing new business areas and strengthening its internal alliances, in addition to enhancing its existing services. Specifically, the Group endeavored to create a system that can offer various ways to contribute to solving social issues such as labor shortages faced by the healthcare and welfare industry and improving productivity, in part by focusing on promoting ICT in the elderly care field through its subsidiary BRIGHTVIE Co., Ltd., and also by continuing to strengthen the reskilling business for healthcare and welfare industry workers.

Consequently, with respect to operating results for the fiscal year ended December 31, 2024, the Group posted revenue of ¥57,116 million (up 8.2% YoY), operating profit of ¥5,186 million (down 31.0% YoY) due to an increase of advertising expenses, profit before tax of ¥4,325 million (down 38.6% YoY) due to incurring one-time expenses in conjunction with the refinancing of borrowings, profit of ¥2,917 million (down 40.5% YoY), and profit attributable to owners of parent of ¥2,917 million (down 40.5% YoY).

Meanwhile, EBITDA (*1) for the fiscal year ended December 31, 2024, was ¥6,705 million (EBITDA was ¥8,867 million in the previous fiscal year (*2)).

*1 EBITDA is defined as profit (loss) + income tax expense + financial expenses – financial income + depreciation (including right of use assets, customer related assets and other assets) + loss on retirement of fixed assets.

*2 Adjusted EBITDA (*3) stated in the “Consolidated Financial Results for the Fiscal Year Ended December 31, 2023” is the amount obtained by adding back one-time expenses such as IPO-related costs to the EBITDA stated above, and for the fiscal year ended December 31, 2023, adjusted EBITDA was ¥9,385 million. The disclosure of this adjusted metric for the fiscal year ended December 31, 2024 is omitted because one-time expenses such as IPO-related costs were not incurred.

*3 Adjusted EBITDA is defined as EBITDA + M&A related costs + refinance related costs (excluding financial expenses) + IPO-related costs.

*4 Adjusted EBITDA is not an indicator prescribed under IFRS but a financial indicator that the Group deems useful for investors in terms of evaluating the Group’s performance. However, adjusted EBITDA excludes certain temporary expenses and accordingly should not be considered as a substitute for other indicators presented in accordance with IFRS given material limitations as

analytical tools. Adjusted EBITDA with respect to the Group are derived using calculation methods that differ from those used in determining the same or similar indicators of peer companies in the same industry. As such, these indicators may be subject to diminished usefulness in cases where it is not possible to make comparisons with indicators used by peer companies.

- *5 EBITDA and adjusted EBITDA are not subject to audit pursuant to the provisions of Article 193-2, paragraph (1) of the Financial Instruments and Exchange Act.

The operating results of the major businesses are as follows.

Healthcare business

During the fiscal year ended December 31, 2024, the healthcare business posted revenue of ¥39,043 million (up 7.0% YoY) as a result of addressing the strong demand from healthcare/welfare institutions rooted in chronic labor shortages.

Non-healthcare business

During the fiscal year ended December 31, 2024, the non-healthcare business posted revenue of ¥18,072 million (up 10.9% YoY) as a result of addressing the strong demand from construction companies against a backdrop of a high active job openings-to-applicants ratio.

(2) Overview of financial position for the fiscal year

Assets

Total assets as of December 31, 2024 were ¥77,563 million (a decrease of ¥2,384 million compared to the end of the previous fiscal year). This was mainly due to increases of ¥719 million in other current assets and ¥400 million in other financial assets, despite decreases of ¥2,793 million in cash and cash equivalents and ¥971 million in property, plant and equipment.

Liabilities

Total liabilities as of December 31, 2024 were ¥49,718 million (a decrease of ¥4,301 million compared to the end of the previous fiscal year). This was mainly due to an increase of ¥1,059 million in accounts payable - other, despite decreases of ¥3,582 million in long-term borrowings (including current portion), ¥863 million in lease liabilities and ¥466 million in income taxes payable.

Equity

Total equity as of December 31, 2024 were ¥27,845 million (an increase of ¥1,917 million compared to the end of the previous fiscal year). This was due to an increase of ¥2,917 million in retained earnings as a result of recording of profit, while capital surplus decreased by ¥1,000 million due to the payment of cash dividends paid from capital surplus.

(3) Overview of cash flows for the fiscal year

Cash and cash equivalents as of December 31, 2024 were ¥2,683 million, a decrease of ¥2,793 million from the end of the previous fiscal year.

The respective cash flow positions during the fiscal year ended December 31, 2024 are as follows.

Cash flows from operating activities

Net cash provided by operating activities amounted to ¥4,055 million (¥7,380 million provided in the same period of the previous fiscal year). This was mainly due to ¥4,325 million of profit before tax, ¥1,505 million of depreciation and amortization and ¥1,173 million of increase in trade and other payables, despite ¥261 million of increase in trade and other receivables, ¥468 million of interest paid and ¥2,441 million of income taxes paid.

Cash flows from investing activities

Net cash used in investing activities amounted to ¥511 million (¥981 million used in the same period of the previous fiscal year). This was due to ¥69 million of purchase of property, plant and equipment, ¥435 million of purchase of intangible assets and ¥6 million of other expenditures.

Cash flows from financing activities

Net cash used in financing activities amounted to ¥6,336 million (¥3,222 million used in the same period of the previous fiscal year). This was due to ¥29,650 million of proceeds from long-term borrowings due to refinancing of borrowings, despite ¥34,020 million of repayments of long-term borrowings, ¥948 million of repayments of lease liabilities, ¥997 million of dividends paid and ¥20 million of other expenditures.

(4) Future outlook

The earnings forecasts for the next fiscal year are as follows

(Millions of yen)

	Revenue	Operating profit	Profit before tax	Profit	Profit attributable to owners of parent	Basic earnings per share	EBITDA
Fiscal year ending December 31, 2025 (Forecast)	64,300	6,200	5,700	3,700	3,700	37.00	7,800
Fiscal year ended December 31, 2024 (Results)	57,116	5,186	4,325	2,917	2,917	29.17	6,705
Change (%)	12.6	19.5	31.8	26.8	26.8	26.8	16.3

Note: The earnings forecasts mentioned above reflect judgments and assumptions made based on information available as of the date on which this report is released, and actual results may differ from the forecasts due to variety of factors.

(5) Basic policy regarding the distribution of profit

The Company has set a policy of actively returning profits to shareholders since the fiscal year ended December 31, 2024. Since we believe that our business structure allows us to continue to generate abundant free cash flow and profits, and we have steadily reduced net debt, we have decided to pay a year-end dividend based on a payout ratio of 30%, starting from the fiscal year ended December 31, 2024.

In view of the permanence of the structural advantage in the industry in relation to the aging of the population and the decline in the workforce and favorable positioning of the Company, the Company's policy is to in principle refrain from reducing the year-end dividend, and consistently maintain or increase such payment, taking effect in the next fiscal year and thereafter.

2. Basic rationale for selection of accounting standards

For the purposes of improving the international comparability of financial information in the capital market, and enhancing our disclosure, as of the fiscal year ended December 31, 2021, the Company has voluntarily applied the International Financial Reporting Standards (IFRS).

3. Consolidated financial statements and significant notes thereto

(1) Consolidated statement of financial position

(Millions of yen)

	As of December 31, 2023	As of December 31, 2024
Assets		
Current assets		
Cash and cash equivalents	5,476	2,683
Trade receivables	4,070	4,334
Other current assets	464	1,184
Total current assets	10,011	8,202
Non-current assets		
Property, plant and equipment	11,688	10,717
Goodwill	52,009	52,009
Intangible assets	3,587	3,556
Other financial assets	1,971	2,372
Deferred tax assets	667	698
Other non-current assets	11	6
Total non-current assets	69,936	69,361
Total assets	79,947	77,563

TRYT Inc. (9164)

Consolidated Financial Results for the Fiscal Year Ended December 31, 2024 (Under IFRS)

(Millions of yen)

	As of December 31, 2023	As of December 31, 2024
Liabilities and equity		
Liabilities		
Current liabilities		
Accounts payable - other	1,681	2,740
Current portion of long-term borrowings	1,700	2,000
Lease liabilities	937	944
Income taxes payable	1,344	877
Contract liabilities	997	1,000
Provisions	2	1
Other current liabilities	5,710	5,390
Total current liabilities	12,373	12,956
Non-current liabilities		
Long-term borrowings	29,648	25,765
Provisions	463	464
Lease liabilities	10,152	9,281
Deferred tax liabilities	1,381	1,249
Total non-current liabilities	41,646	36,762
Total liabilities	54,019	49,718
Equity		
Share capital	10	10
Capital surplus	17,928	16,928
Retained earnings	7,989	10,906
Total equity attributable to owners of parent	25,927	27,845
Total equity	25,927	27,845
Total liabilities and equity	79,947	77,563

(2) Consolidated statement of profit or loss and consolidated statement of comprehensive income
Consolidated statement of profit or loss

(Millions of yen)

	Fiscal year ended December 31, 2023	Fiscal year ended December 31, 2024
Revenue	52,767	57,116
Cost of sales	17,797	19,884
Gross profit	34,969	37,231
Selling, general and administrative expenses	27,582	32,182
Other income	141	159
Other expenses	14	22
Operating profit	7,514	5,186
Financial income	300	413
Financial expenses	764	1,274
Profit before tax	7,050	4,325
Income tax expense	2,148	1,408
Profit	4,901	2,917
Profit attributable to		
Owners of parent	4,901	2,917
Profit	4,901	2,917
Earnings per share		
Basic earnings per share (Yen)	49.01	29.17
Diluted earnings per share (Yen)	48.39	-

Consolidated statement of comprehensive income

(Millions of yen)

	Fiscal year ended December 31, 2023	Fiscal year ended December 31, 2024
Profit	4,901	2,917
Comprehensive income	4,901	2,917
Comprehensive income attributable to		
Owners of parent	4,901	2,917
Comprehensive income	4,901	2,917

(3) Consolidated statement of changes in equity

Fiscal year ended December 31, 2023

(Millions of yen)

	Equity attributable to owners of parent				Total equity
	Share capital	Capital surplus	Retained earnings	Total	
Balance as of January 1, 2023	10	17,928	3,088	21,026	21,026
Profit	–	–	4,901	4,901	4,901
Total comprehensive income	–	–	4,901	4,901	4,901
Balance as of December 31, 2023	10	17,928	7,989	25,927	25,927

Fiscal year ended December 31, 2024

(Millions of yen)

	Equity attributable to owners of parent				Total equity
	Share capital	Capital surplus	Retained earnings	Total	
Balance as of January 1, 2024	10	17,928	7,989	25,927	25,927
Profit	–	–	2,917	2,917	2,917
Total comprehensive income	–	–	2,917	2,917	2,917
Dividends of surplus	–	(1,000)	–	(1,000)	(1,000)
Total transactions with owners	–	(1,000)	–	(1,000)	(1,000)
Balance as of December 31, 2024	10	16,928	10,906	27,845	27,845

(4) Consolidated statement of cash flows

(Millions of yen)

	Fiscal year ended December 31, 2023	Fiscal year ended December 31, 2024
Cash flows from operating activities		
Profit before tax	7,050	4,325
Depreciation and amortization	1,345	1,505
Financial income	(300)	(413)
Financial expenses	764	1,274
Decrease (increase) in trade and other receivables	(622)	(261)
Increase (decrease) in trade and other payables	839	1,173
Other	141	(660)
Subtotal	9,218	6,943
Interest and dividends received	0	0
Interest paid	(834)	(468)
Income taxes refund	16	21
Income taxes paid	(1,235)	(2,441)
Proceeds from compensation	216	-
Net cash provided by (used in) operating activities	7,380	4,055
Cash flows from investing activities		
Purchase of property, plant and equipment	(119)	(69)
Purchase of intangible assets	(444)	(435)
Purchase of shares of subsidiaries resulting in change in scope of consolidation	(577)	-
Other	160	(6)
Net cash provided by (used in) investing activities	(981)	(511)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	(800)	-
Proceeds from long-term borrowings	-	29,650
Repayments of long-term borrowings	(1,498)	(34,020)
Repayments of lease liabilities	(908)	(948)
Dividends paid	-	(997)
Other	(15)	(20)
Net cash provided by (used in) financing activities	(3,222)	(6,336)
Net increase (decrease) in cash and cash equivalents	3,176	(2,793)
Cash and cash equivalents at beginning of period	2,300	5,476
Cash and cash equivalents at end of period	5,476	2,683

(5) Notes to consolidated financial statements

Notes on going concern assumption

Not applicable.

Segment information

This information is omitted as the Group operates in a single segment of the Human Resource Services Business.

Per share information

The basis for calculation of basic earnings per share and diluted earnings per share were as follows:

(1) Basis for calculation of basic earnings per share

	Fiscal year ended December 31, 2023	Fiscal year ended December 31, 2024
Profit attributable to owners of parent (Millions of yen)	4,901	2,917
Profit not attributable to common shareholders of parent (Millions of yen)	-	-
Profit used for calculating basic earnings per share (Millions of yen)	4,901	2,917
Weighted-average number of ordinary shares (Thousands of shares)	100,000	100,000
Basic earnings per share (Yen)	49.01	29.17

(2) Basis for calculation of diluted earnings per share

	Fiscal year ended December 31, 2023	Fiscal year ended December 31, 2024
Profit used for calculating basic earnings per share (Millions of yen)	4,901	-
Profit adjustments (Millions of yen)	-	-
Profit used for calculating diluted earnings per share (Millions of yen)	4,901	-
Weighted-average number of ordinary shares (Thousands of shares)	100,000	-
Increase in the number of ordinary shares		
Share acquisition rights (Thousands of shares)	1,283	-
Weighted-average number of diluted ordinary shares (Thousands of shares)	101,283	-
Diluted earnings per share (Yen)	48.39	-

Note: Diluted earnings per share for the fiscal year ended December 31, 2024 is not presented, as there are no share acquisition rights.

Significant subsequent events

Not applicable.