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.

December 6, 2024

To whom may it concern

Company name: Timee, Inc.
Representative: Representative Director and CEO Ryo Ogawa
(Securities code : 215A Tokyo Stock Exchange Market)
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Notice Regarding New Measures to Prevent Unauthorized Use of Services

Timee, Inc. announces new measures to prevent unauthorized use of our on-demand job platform "Timee".

Please refer to the attached for details.

New Measures to prevent unauthorized use of services

Timee, Inc. (Location: Minato-ku, Tokyo; CEO: Ryo Ogawa) announces new measures to prevent unauthorized use of our on-demand job platform “Timee”.



Preventing unauthorized companies from using the service

- Confirmation of the actual situation and status of existing companies, and suspension of posting job openings for companies that could not be confirmed
- Confirmation of the actual situation of companies through the submission of official documents
- Checking against the database of companies with a history of unauthorized use



Preventing the posting of unauthorized job openings

- Checking all job openings 24 hours a day, 365 days a year before publishing
- Whistle-blowing hotline for workers



Protection of Workers

- The phone numbers of workers are not disclosed until just before work begins
- Whistle-blowing hotline in the message function
- Educational activities for workers regarding unauthorized job openings

Timee is an on-demand job platform that matches “time when someone wants to work” with “time when workers are needed”. To protect workers from the increasingly malicious and artful illegal work, and to ensure the soundness of the platform, we have been discussing what is necessary, and have been working to secure a system to prevent unauthorized use and to improve functionality.
We will continue to work to prevent unauthorized use across the company and focus on eliminating the concerns of users and other stakeholders. Also, we will create an environment where users can use our spot work matching service safely and securely.

New Measures to prevent unauthorized use of services

■ Preventing unauthorized companies from using the service

We confirm the actual situation of companies by having our sales staff confirm the companies in person, or, in cases where this is not possible, we confirm the companies and their actual situation by having the companies submit official documents.
In addition, we have re-confirmed whether existing companies are legitimate and what their actual situation is, and we have prevented companies that could not be confirmed from posting job openings. When new companies start using the service, we require them to submit official documents, etc. We also have a database of companies that have had their accounts suspended in the past due to unauthorized use. If a new company is detected as having characteristics that match those of a suspended company, we will automatically suspend its account.

■ Preventing the posting of unauthorized job openings

We have recently established a new system to check all job openings before they are published, 24 hours a day, 365 days a year. For job openings using newly created job opening templates or job opening templates with changed content, we check all job openings before they are published, using a combination of visual and mechanical checks.
In case of the possibility of publishing inappropriate job openings, we have a whistle-blowing hotline that allows workers to report to customer support immediately.

■ Protection of workers

From the perspective of preventing unauthorized use, we have created a system in which the personal phone number given as an emergency contact number is not disclosed until just before work. This prevents unauthorized companies from using the system to obtain personal information. We have also installed a

whistle-blowing hotline in the message function between companies and workers, which can be used after matching. This allows workers to report to customer support immediately if they are asked to provide more information than necessary, and prevents them from being directed to a communication method other than the Timee message function. We also conduct educational activities for workers regarding unauthorized job openings.

Strengthening the system to prevent unauthorized use of services

The status of measures to prevent unauthorized use of services and the examination of policies and plans for dealing with this issue are being addressed as important agenda items by the Risk and Compliance Committee, which has been established based on our corporate governance. We are building a system to prevent unauthorized use through collaboration between departments within the company.
We also work closely with law enforcement agencies regularly, and we are continuing to discuss the establishment of a system to prevent unauthorized use in response to recent cases. We have also established a system to promptly report to law enforcement agencies and share information with public institutions when we detect job openings that may be inappropriate.

About Timee

Timee is an “on-demand job platform” that provides a free way to work without restrictions on time or place by matching “time when someone wants to work” with “time when workers are needed” under the tagline “Work in your style’". Workers apply for the positions they want and can start working immediately without a resume or interview, and receive compensation right after completing the job. Employers only need to specify the required skills and work hours with a minimum of one hour, and the system will automatically match the worker with a job that meets their requirements. Timee aims to realize a “work-barrier-free” society where people can reach out for “work” that suits them anytime, anywhere, and in any phase of their lives. Through the encounters and experiences gained through “work,” we will expand the possibilities of workers' lives and increase the number of happy hours in the world.

Company Profile

Established:	August 2017
Founder & CEO:	Ryo Ogawa
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