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.

April 10, 2025

To whom it may concern

Company name: Timee, Inc.
Representative: Representative Director and CEO Ryo Ogawa
(Code Number: 215A Tokyo Stock Exchange Market)
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Notice Regarding Business Alliance between Timee and Watami

Timee, Inc. is pleased to announce that we have formed a business alliance with WATAMI FAST CASUAL, a subsidiary of Watami Co., Ltd., to manage new stores using the on-demand job platform "Timee" to jointly create an industry-first model case that aims to resolve the labor shortage in the food industry and achieve business growth.

This business alliance is not anticipated to have a material impact on Timee's consolidated financial results for the fiscal year ending October 31, 2025. However, we believe that this alliance, which leverages the strengths of both companies, will contribute to improving business performance over the medium to long term.

Please refer to the attached for details.

Press Release

April 10, 2025
Timee, Inc.
Watami Co., Ltd.

Announcement of Business Alliance between Timee and Watami Aiming to be the first major restaurant chain to operate“Timee-only” Subway stores

～Established a system to resolve food industry labor shortages and help Timee workers advance their careers～

Timee Inc. (Location: Minato-ku, Tokyo; CEO: Ryo Ogawa; hereinafter "Timee"), the provider of the "Timee", on-demand job platform, and WATAMI FAST CASUAL (Location: Ota-ku, Tokyo), a subsidiary of Watami Co., Ltd. (Location: Ota-ku, Tokyo; Chairman, President & CEO: Miki Watanabe; hereinafter "Watami"), have formed a business alliance for new store management using the on-demand job platform "Timee" to jointly create an industry-first model case that aims to resolve the labor shortage in the food industry and achieve business growth.

The food industry faces chronic labor shortages due to the declining birthrate, aging population, and shrinking labor force. The situation is expected to become even more serious, and securing personnel has become an urgent issue. In this context, Timee, which has been working to reduce labor shortages, and Watami, which operates the Subway sandwich chain in Japan and other businesses, have decided to form a business alliance to address the challenges of the entire industry.

In this alliance, Timee's know-how in utilizing and developing spot workers and Watami's extensive food industry knowledge will be combined to create a "Timee only" (*1) store management model at Subway, the first such model for a major food service chain. The aim is to achieve a sustainable human resources strategy and business growth in the food industry.
As a first step, at the new flagship store of Subway, which will open on Thursday, April 10th, 2025, “Subway Yokohama Bayside Main Store (4-24 Kaigan-dori, Naka-ku, Yokohama-shi, Kanagawa)”, all employees other than the store manager and regular employees will be Timee workers (Figure 1, Pattern B). Using this store as a model, we aim to create opportunities for workers to make the most of their skills and experience, including introducing training programs for workers with no experience working at Subway and developing workers with experience working at Subway through work at the store.

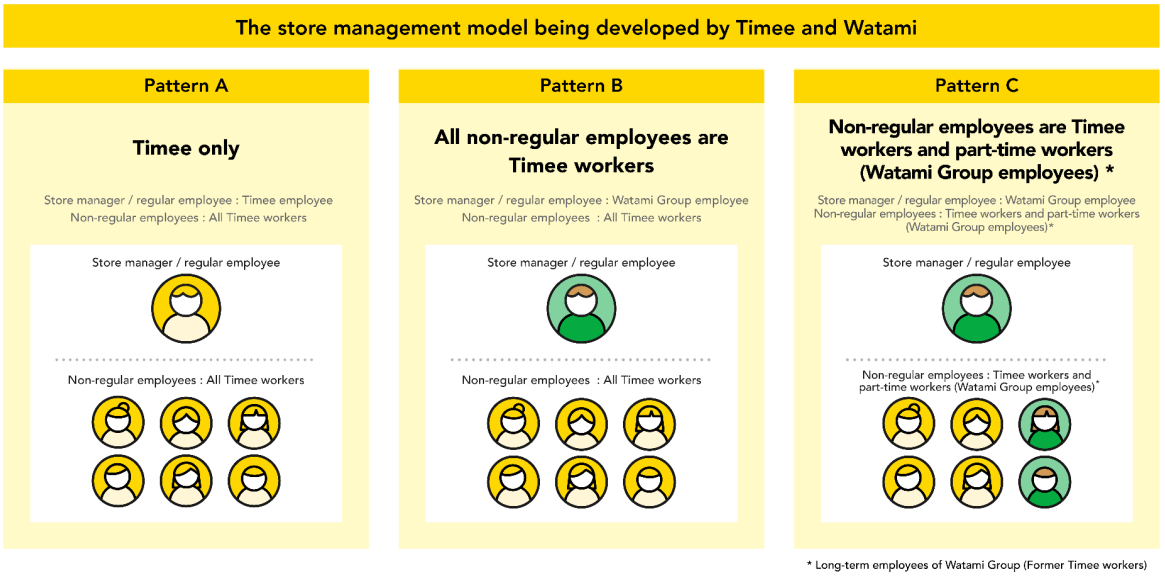
Furthermore, in the future, “Timee-only” store management by Timee employees hired as full-time employees by Timee as on-site leaders and Timee workers (Figure 1, Pattern A) will also be implemented. Operations will begin at the “Subway Shinjuku Odakyu Haruku Store,” which will open on April 24th.

Through these initiatives, we aim to increase the number of related employees (*2) by increasing the number of workers with Subway experience, forming a network, and achieving shift construction by securing human resources across stores.

In addition, Timee and Watami will contribute to the further development of the food industry by promoting Subway's expansion to 3,000 stores in Japan and becoming a model case for achieving sustainable human resources strategy and business growth in the food industry.

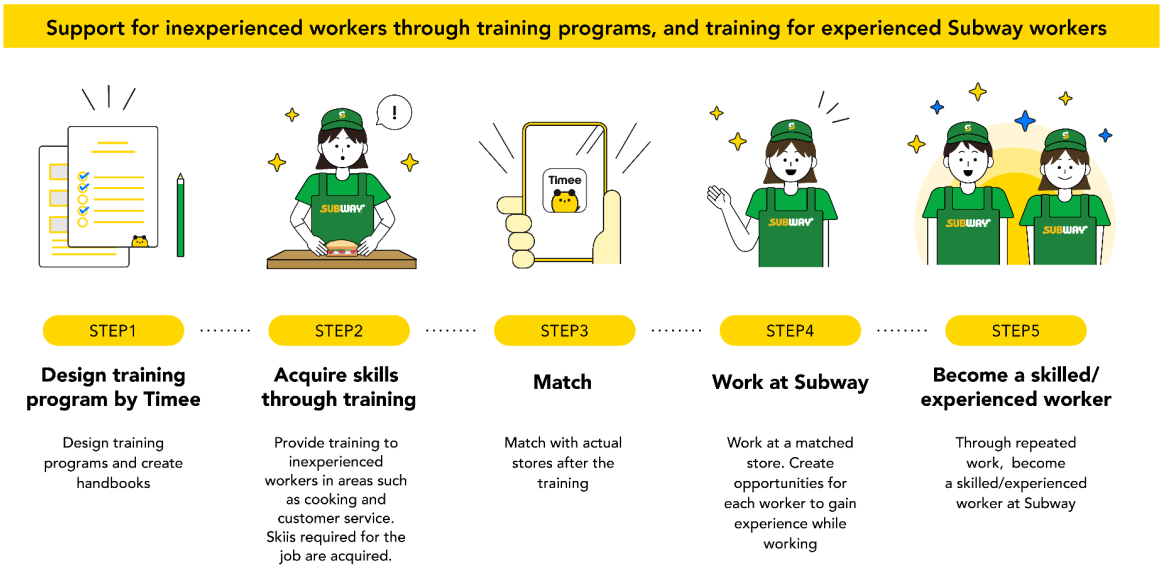
(*1) A store management model in which all employees, including a store manager and regular employees, are Timee employees hired as full-time employees by Timee as on-site leaders and Timee workers.
(*2) Employees who are continuously involved with the brand in various ways.

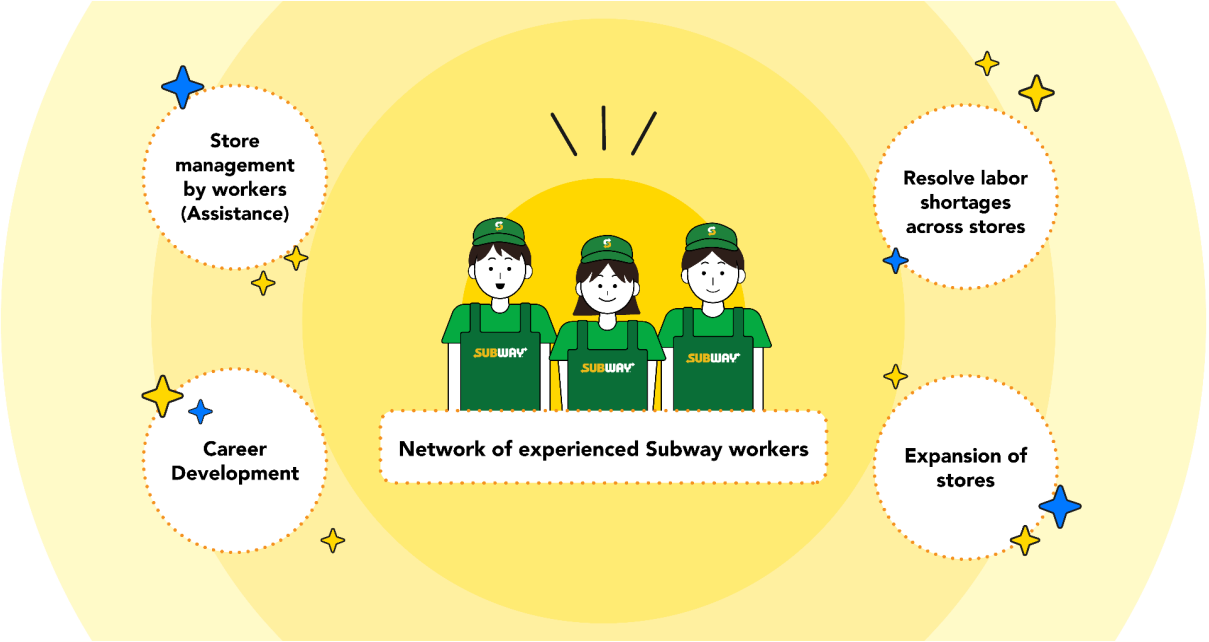
■The store management model being developed by Timee and Watami (Figure 1)



In addition to Patterns A and B, we plan to work on a model (Figure 1, Pattern C) in which the Watami Group hires more people long-term, starting as Timee workers and then moving on to part-time workers (Watami Group employees).

■Details of the initiatives under this alliance





Through this alliance, we will create a system to support employment opportunities and career development for workers by forming a network of workers with diverse skills and experience and creating a place where each individual's individuality can be maximized, based on Timee's mission of "building infrastructure for expanding life's possibilities through work."

Company Profile

■Timee, Inc.

Established:	August 2017
Representative:	Ryo Ogawa, CEO
Address:	Shiodome City Center 35th Flr. 1-5-2 Higashi-shinbashi, Minato-ku, Tokyo
URL:	https://corp.timee.co.jp/

■Watami Co., Ltd.

Established:	May 1986
Representative:	Miki Watanabe, Chairman, President & CEO
Address:	1-1-3 Haneda, Ota-ku, Tokyo
URL:	https://www.watami.co.jp/

■What is Subway?
Subway, the world's largest sandwich chain, serves millions of customers daily at over 37,000 restaurants in over 100 countries and regions with made-to-order sandwiches, wraps, salads, and bowls. Subway restaurants are owned and operated by Subway franchisees. The franchisee network consists of thousands of passionate entrepreneurs and small business owners committed to providing the best customer experience in their communities.