Timee

FY25/10 2Q
Financial Results

June 12, 2025

Timee, Inc. (215A)

FY25/10 2Q Financial Results Highlight

Timee

16.4bn JPY
/ +32.2% YoY
Net Sales(1) / Growth Rate
(FY25 2Q YTD)

3.2bn JPY
/ +89.9% YoY
Operating Profit / Growth Rate
(FY25 2Q YTD)

29.0%
Average Take Rate(2)
(FY25 2Q YTD)

86.2%
Fill Rate(3)
(FY25 2Q YTD)



56.5bn JPY
Transaction Volume(4)
(FY25 2Q YTD)

408k
Active Client Accounts (AA) (5)
(FY25 2Q YTD)

138k JPY
Transaction Volume per Active Client Accont
(FY25 2Q YTD)

*1 Net revenue basis (transaction volume × take rate) / Nearly all of our net sales are the net sales from Timee business which is calculated by multiplying total transaction volume by take rate
*2 Take rate is charged to employer / Calculated by dividing total net sales from Timee business by total transaction volume
*3 Matching rate / Calculated by dividing # of job positions filled by # of job openings posted by clients
*4 Wages + transportation costs paid to workers (unless otherwise indicated, "workers" refers to "spot workers") by employers
*5 # of registered client accounts that posted at least one job opening in a given month. It represents the sum of active client accounts for the 6 months, which may result in the figures being higher than the # of unique registered client accounts that posted at least one job opening on our platform during the first half of the year.

FY25/10 2Q Results and 3Q Forecast Summary

Timee

PL 2Q

- Net sales increased to 7.81 billion yen (+28.0% YoY), and operating profit increased to 1.85 billion yen (+60.8% YoY, OPM 23.7%).
- Net sales increased YoY for the company as a whole, driven by solid growth in the logistics and retail industries, although cost containment, especially in the food and retail industries, was strengthened with the end of client fiscal periods and the impact of countermeasures against unauthorized use continued. In terms of costs, although a large amount of client marketing and BPO costs were recorded in 2Q of the previous year on a trial basis, the ratio of these costs to net sales shrank in this quarter due to sales expansion and disciplined investment. Additionally, we enhanced sales productivity and implemented appropriate cost management related to countermeasures against unauthorized use. As a result, operating profit increased significantly YoY.

PL 2Q YTD

- Net sales increased to 16.46 billion yen (+32.2% YoY) and operating profit to 3.26 billion yen (+89.9% YoY, OPM 19.8%).
- Both net sales and operating profit are progressing steadily compared to the full-year forecast range, and, in particular, profits have increased significantly in both 1Q and 2Q.

KPI 2Q

- Transaction volume increased significantly to 26,666 million yen (+29.9% YoY), mainly due to an increase in the number of AAs.
- The average take rate remained high at 29.1%. In the logistics industry, which experienced a sharp decrease in 1Q due to volume discounts, the period ended as initially expected, showing a QoQ recovery.
- The fill rate was 87.9% (+0.4 pt YoY), the highest level ever. Increased QoQ due to seasonality as we entered the off-season.
- The number of AAs steadily expanded to 200.7 thousand locations (+35.3% YoY), primarily in the logistics and retail industries.
- The total transaction volume per AA was 132.8 thousand yen. Although it decreased QoQ in 2Q due to the off-season, the stable and continuous use in the logistics and retail industries (including the results of the project to reduce the burden of worker onboarding) led to only a slight decrease of ▲4.1% YoY.

FY25/10 3Q Forecast

- Net sales are expected to be 8.40 - 8.55 billion yen (+27.8% - +30.0% YoY), and operating profit is expected to be 1.73 - 1.77 billion yen (+61.1% - +64.8% YoY, OPM 20.6% - 20.7%). Although the food industry remains slow, there are signs of a turnaround. Additionally, we anticipate a steady increase in service usage, particularly in the logistics industry. As a result, the YoY growth rate of net sales is expected to reverse in QoQ, and operating profit is also expected to grow at a high rate.

FY25/10 2Q Difference Between Forecast and Actual Results

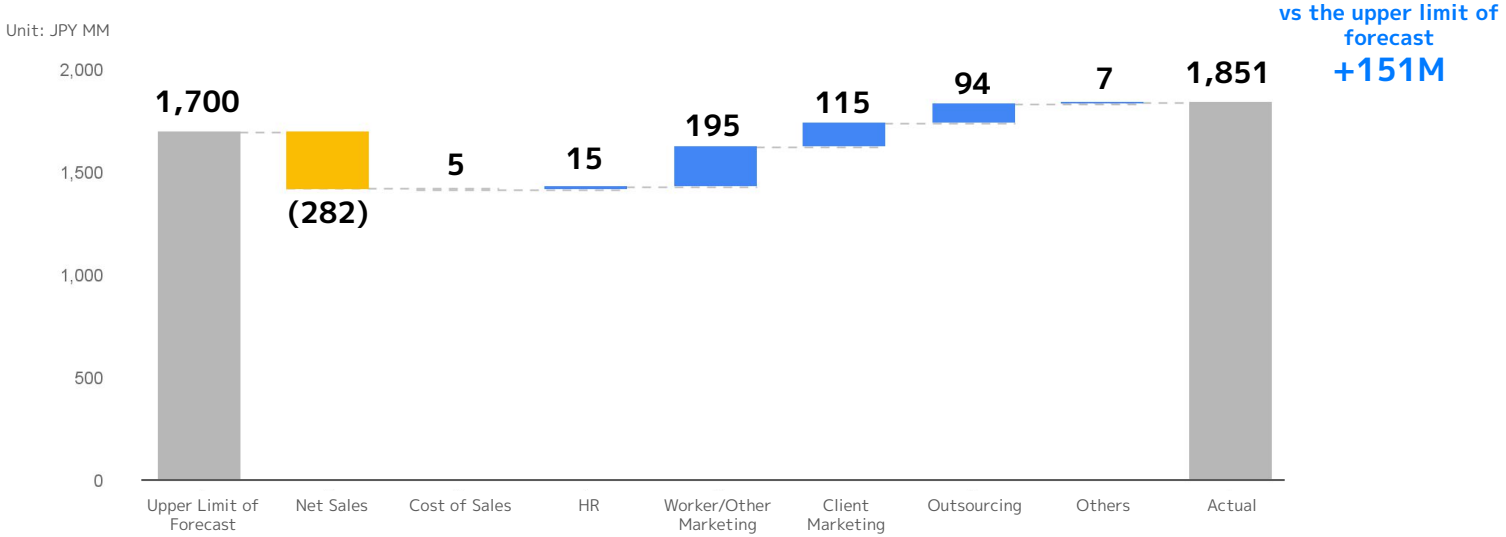
JPY MM

	FY25/10 2Q Forecast	FY25/10 2Q Results	Reasons
Net Sales	**7,900 — 8,100**	**7,817**	**Net sales were 7,817 million yen (+28.0% YoY), 82 million yen below the lower limit of the 2Q range.** In addition to the greater-than-expected impact of countermeasures against authorized use, the timing of the end of the client fiscal year in the food industry also led to increased curtailment of usage, resulting in slower-than-expected net sales growth in the food industry.
YoY	29.4% — 32.7%	28.0%	
Operating Profit	**1,660 — 1,700**	**1,851**	**Operating profit was 1,851 million yen, 151 million yen above the upper limit of the 2Q range (+60.8% YoY, OPM 23.7%).** Although net sales fell below the lower limit of the range, variable costs such as worker marketing costs decreased in tandem with the decrease in the number of job openings, and overall cost improvements were realized due to continued disciplined investments following 1Q, improvement in sales productivity, and appropriate cost management related to countermeasures against unauthorized use. As a result, operating profit was well above the upper limit of the range.
YoY	44.2% — 47.7%	60.8%	
Operating Profit Margin	21.0% — 21.0%	23.7%	

Factors Affecting Changes in Operating Profit（vs 2Q Forecast）

Although net sales fell below the lower limit of the range, variable costs such as worker marketing costs decreased in tandem with the decrease in the number of job openings, and overall cost improvements were realized due to continued disciplined investments following 1Q, improvement in sales productivity, and appropriate cost management related to countermeasures against unauthorized use. As a result, operating profit was well above the upper limit of the range.

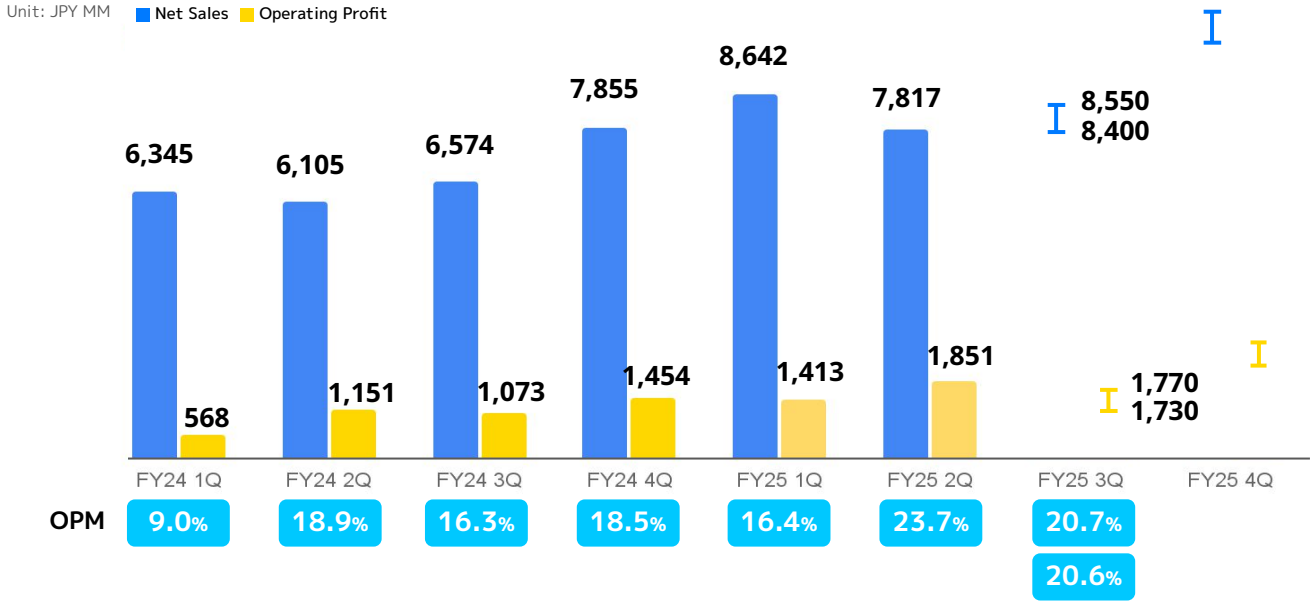
Factors Affecting Changes in Operating Profit（vs Forecast）(1)



*1 Breakdown of SG&A costs is a non-GAAP item. HR costs include salaries for sales team, back office, and hiring costs etc. Worker marketing costs and client marketing costs include ad costs (mostly digital) to acquire workers or clients. Other marketing includes promotional expenses. Others include commissions, fees paid to third-party sales agents, and other fees and commissions.

FY25/10 3Q Forecast

Net sales are expected to be 8,400 - 8,550 million yen (+27.8% - +30.0% YoY), with an operating profit of 1,730 - 1,770 million yen (+61.1% - +64.8% YoY, OPM 20.6% - 20.7%). Although the impact of countermeasures against unauthorized use continues, the 3Q results are expected to reverse the trend from the 2Q results due to the start of the busy season. In addition, although the food industry remains slow, there are signs of a reversal. The logistics industry is expected to gradually see the results of the project to reduce the burden of worker onboarding in the second half of the year. The total amount of transaction volume per AA is improving. The hotel and elderly care industry is also expected to increase. As a result, the net sales growth rate is expected to improve. Operating profit is expected to increase significantly YoY, and the OPM is expected to improve substantially due to disciplined cost management.

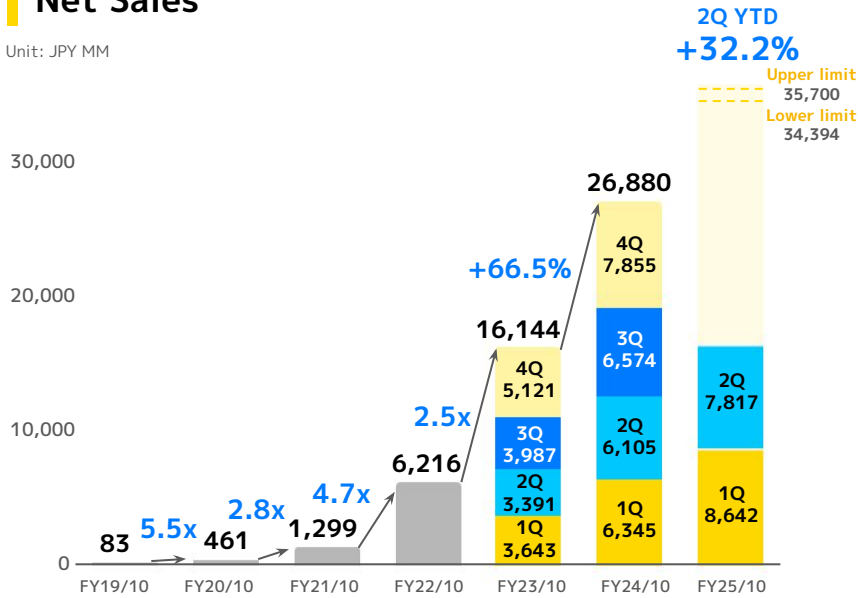


FY25/10 2Q
Financial Results Summary

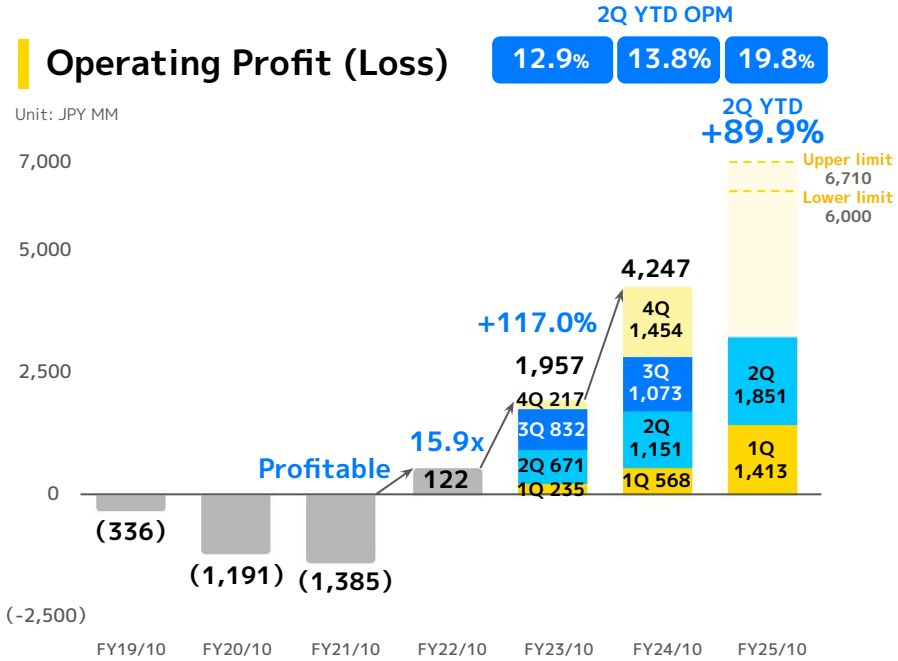
Yearly Trends (Net Sales, Operating Profit)

FY25/10 2Q YTD net sales were 16.46 billion yen (+32.2% YoY), and operating profit was 3.26 billion yen (+89.9% YoY, OPM 19.8%). Net sales continue to grow at a high rate, driven by a severe labor shortage, and progress against the full-year forecast was 46.1%. Operating profit also increased significantly due to continued disciplined investment and improved sales productivity, and progress against the full-year forecast was 48.7%.

Net Sales



Operating Profit (Loss)



FY25/10 2Q YTD and 2Q Financial Results

FY25/10 2Q YTD net sales were 16.46 billion yen (+32.2% YoY), operating profit was 3.26 billion yen (+89.9% YoY, OPM 19.8%), and profit was 2.56 billion yen (+165.8% YoY, profit margin 15.6%). 2Q net sales increased YoY, driven by solid growth in the logistics and retail industries, despite the continued impact of countermeasures against unauthorized use, particularly in the food industry. In terms of costs, although a large amount of client marketing and BPO costs were recorded in 2Q of the previous year on a trial basis, the ratio of these costs to net sales shrank in this quarter due to sales expansion and disciplined investment. Additionally, we enhanced sales productivity and implemented appropriate cost management related to countermeasures against unauthorized use. As a result, operating profit increased significantly YoY.

Unit: JPY MM

	FY24/10 2Q YTD	FY25/10 2Q YTD	Difference	YoY	FY24/10 2Q	FY25/10 2Q	Difference	YoY
Net Sales[(1)]	**12,450**	**16,460**	**4,010**	**+32.2%**	**6,105**	**7,817**	**1,712**	**+28.0%**
Gross Profit	**11,908**	**15,581**	**3,672**	**+30.8%**	**5,802**	**7,370**	**1,567**	**+27.0%**
Gross Profit Margin	95.7%	94.7%	—	**▲1.0pt**	95.0%	94.3%	—	**▲0.8pt**
Operating Profit	**1,719**	**3,264**	**1,545**	**+89.9%**	**1,151**	**1,851**	**700**	**+60.8%**
Operating Profit Margin	13.8%	19.8%	—	**+6.0pt**	18.9%	23.7%	—	**+4.8pt**
Profit	**964**	**2,564**	**1,599**	**+165.8%**	**645**	**1,255**	**610**	**+94.6%**
Profit Margin	7.7%	15.6%	—	**+7.8pt**	10.6%	16.1%	—	**+5.5pt**

*1 Nearly all of our net sales are the net sales from Timee business which is calculated by multiplying total transaction volume by take rate. FY25/10 2Q YTD net sales excluding the Timee business were 74 million yen (Timee Career Plus, Timee Travel, etc.)

FY25/10 2Q Trends by Industry

Timee

Logistics

- The industry utilizes "dispatch," which makes it easy to compare Timee's cost advantage, resulting in more pronounced net sales growth under the current environment of increased cost pressure. The project to reduce the burden of worker onboarding is also progressing well and improving the penetration of Timee per location.
- The average take rate, which fell in FY25/10 1Q, reversed QoQ.

Food

- Although net sales growth was negative on a quarterly basis, there are signs of a reversal due to the strengthening of sales follow-up efforts.
- Formed a business alliance with Watami and started a "Timee only(1)" store management model at Subway.
- On the other hand, the curtailment of Timee usage by major clients due to the end of the fiscal year and the reduction in the scale of client marketing that has continued since FY25/10 1Q affected the increase in the number of AAs.

Retail

- In addition to use at convenience stores and supermarkets, we successfully expanded into a variety of sub-industries, such as 100-yen stores, household goods, apparel, and gas stations.
- On the other hand, as in the food industry, the curtailment of the use of Timee by large clients due to the end of the fiscal year and the reduction in the scale of client marketing since FY25/10 1Q affected the increase in the number of AAs.

Others

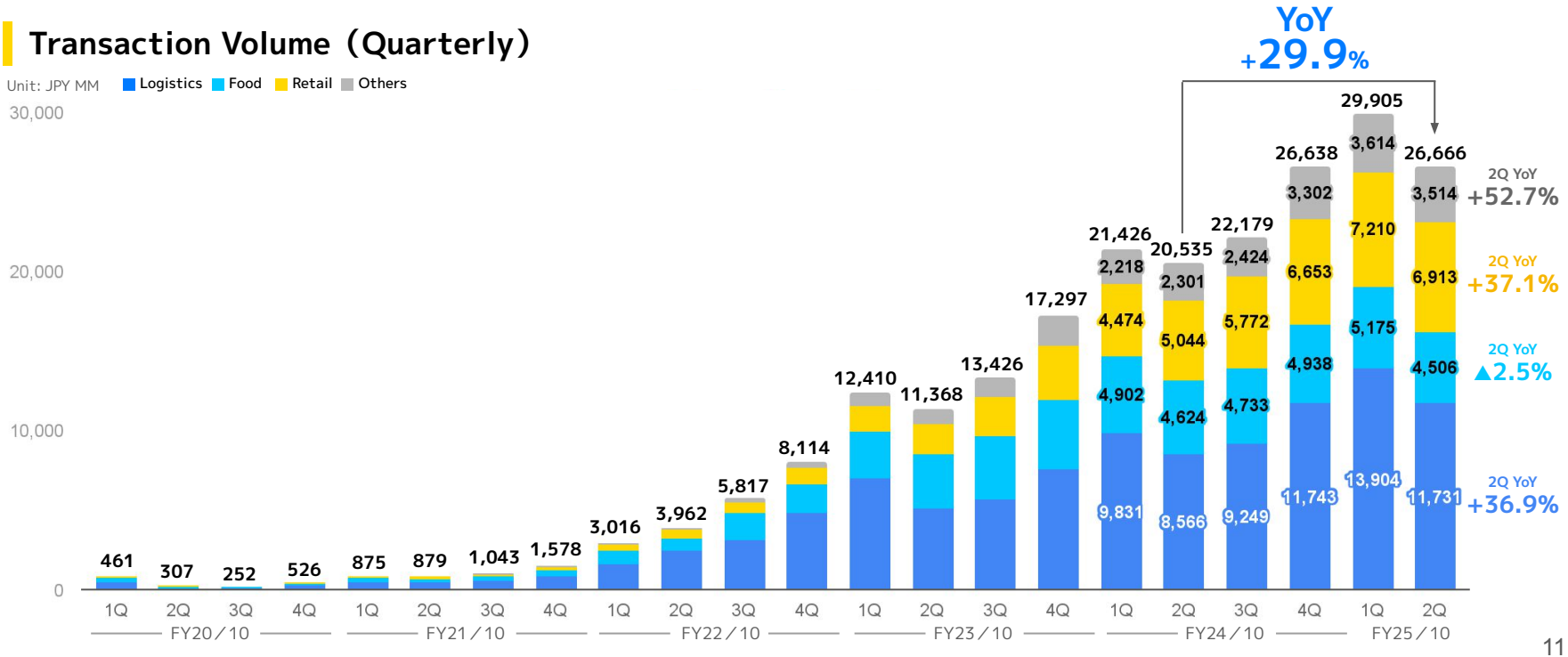
- In the hotel industry, to maximize the # of job openings during the busiest season, summer vacation, we began business negotiations with top management of large clients, which we had not been able to do in the past.
- The elderly care industry is growing steadily, with no seasonal fluctuations. Support from the Ministry of Health, Labor and Welfare(2) lowers the psychological barrier to utilizing spot work in the field, leading to further market expansion.
- In addition to hotel and elderly care, net sales increased in the food manufacturing industry, which utilizes dispatch, through proposals to reduce the burden of worker onboarding as well as logistics. Aim to achieve PMF(3).

*1 A store management model in which all managers, employees, and workers are composed of Timee employees hired by Timee as on-site leaders and spot workers matched through the Timee app (employer is Timee, Inc.).
*2 The Ministry of Health, Labour and Welfare announced support for the use of matching apps such as on-demand job platforms at elderly care facilities. *3 PMF indicates Product-market Fit

Steady Expansion of Transaction Volume Due to Serious Labor Shortage

The continued increase in cost pressure, coupled with the timing of the end of the client's fiscal year, resulted in negative YoY growth in the food industry. Additionally, the decrease in the use of small-sized clients persisted due to the impact of countermeasures against unauthorized use. On the other hand, overall growth remained high due to a steady increase in usage in the logistics and retail industries.

Transaction Volume（Quarterly）

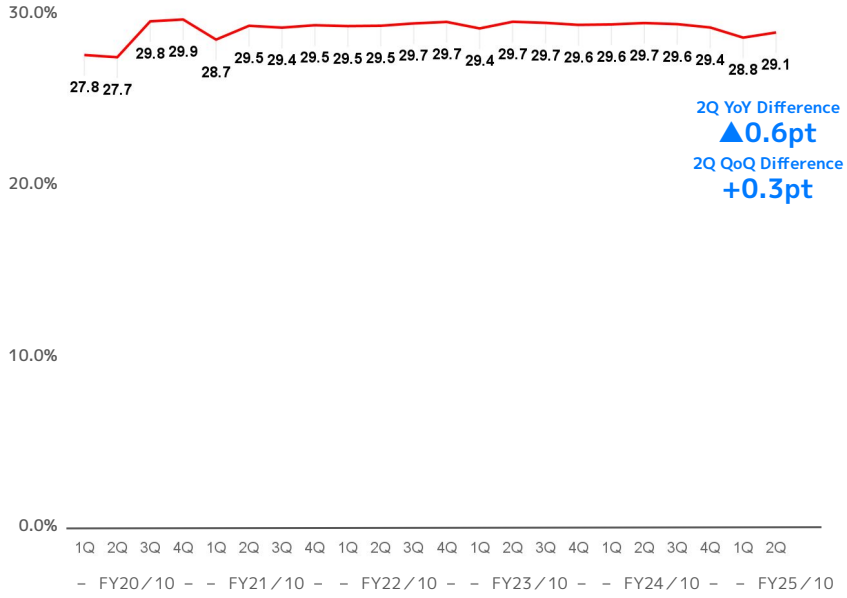


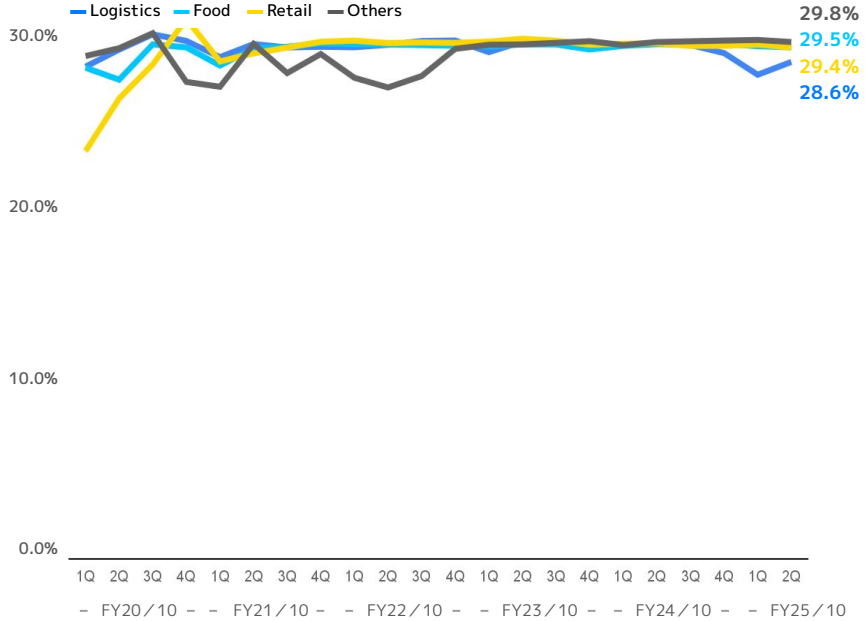
The Average Take Rate Was Again in the 29% Range, Driven by the Recovery in the Logistics Industry

Timee

The average take rate remained high at 29.1%. The food, retail, and other industries remained almost flat at around 30% QoQ, while the logistics industry, which decreased sharply in 1Q due to volume discounts, recovered QoQ after the period ended as initially expected, returning to the 29% level overall.

Average Take Rate（Left:Company-wide、Right:By Industry(1)）



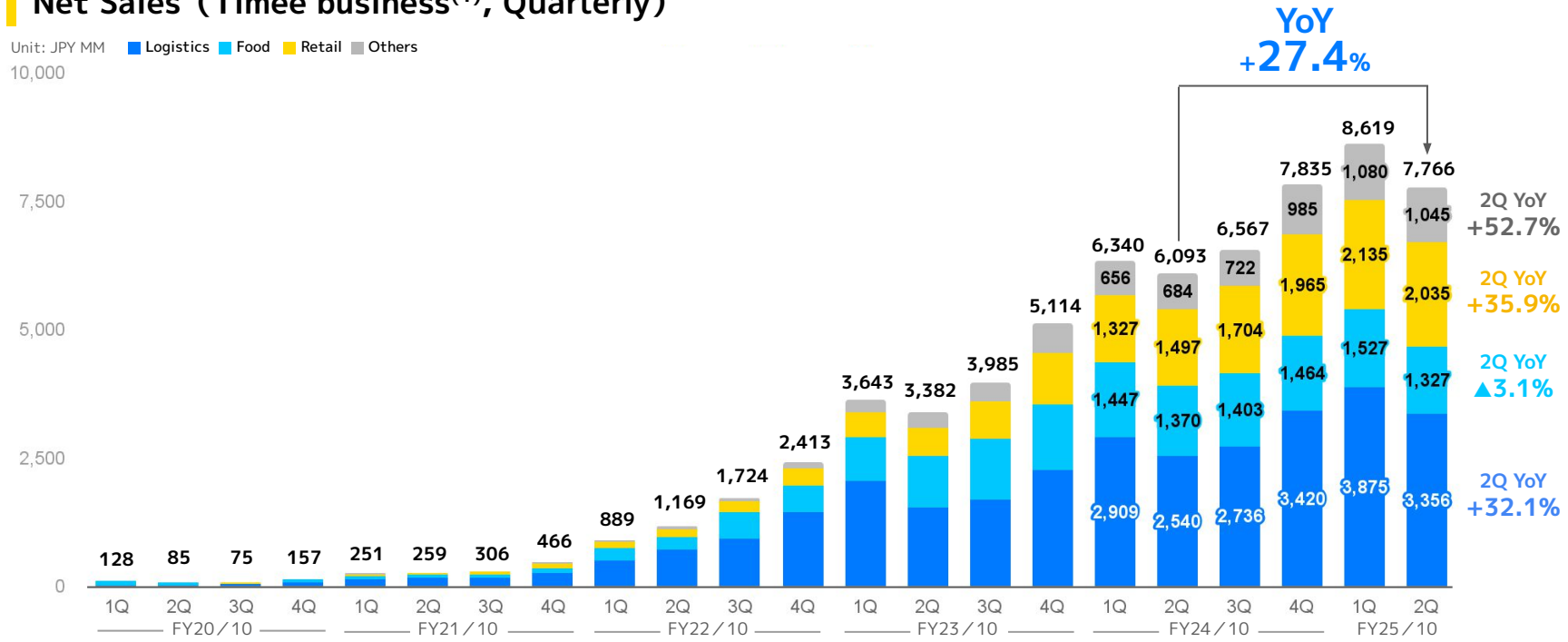


*1 The take rate exceeding 30% in the second half of FY20/10 and the first half of FY21/10 is due to factors such as the impact of changes in accounting standards for net sales

Steady Expansion of Net Sales Backed by a Stable Average Take Rate

Average take rates are high and stable across all three industries, resulting in net sales that increased in line with the expansion of transaction volume.

Net Sales（Timee business[1], Quarterly）



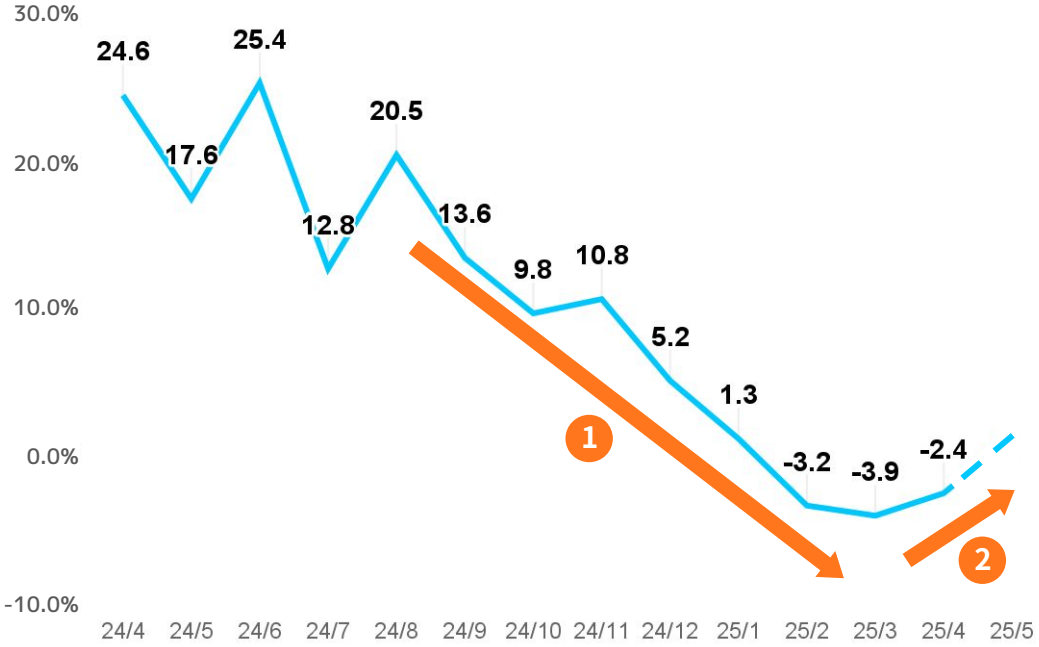
*1 Nearly all of our net sales are the net sales from Timee business which is calculated by multiplying total transaction volume by take rate

The Food Industry's YoY Growth Rate Is Negative for the First Time, but Signs of a Reversal

Timee

The YoY growth rate of the food industry slowed down since FY24/10 2H, and it entered into negative in FY25/10 2Q. However, there are signs of a reversal, due to the strengthening of sales follow-up efforts aimed at addressing the severe labor shortage.

YoY Net Sales Growth in the Food Industry (Monthly)



1 YoY growth rate slowed rapidly from the summer of 2024

- Rebound from the previous year (2023): Restaurant sales rebounded significantly in the summer of 2023 due to the reopening (end of mask mandate). The use of Timee has also increased significantly due to the sudden labor shortage.
- The macro-environment deteriorated: Cost inflation squeezed restaurant profits, resulting in refraining from using Timee (a decrease in the # of job openings).

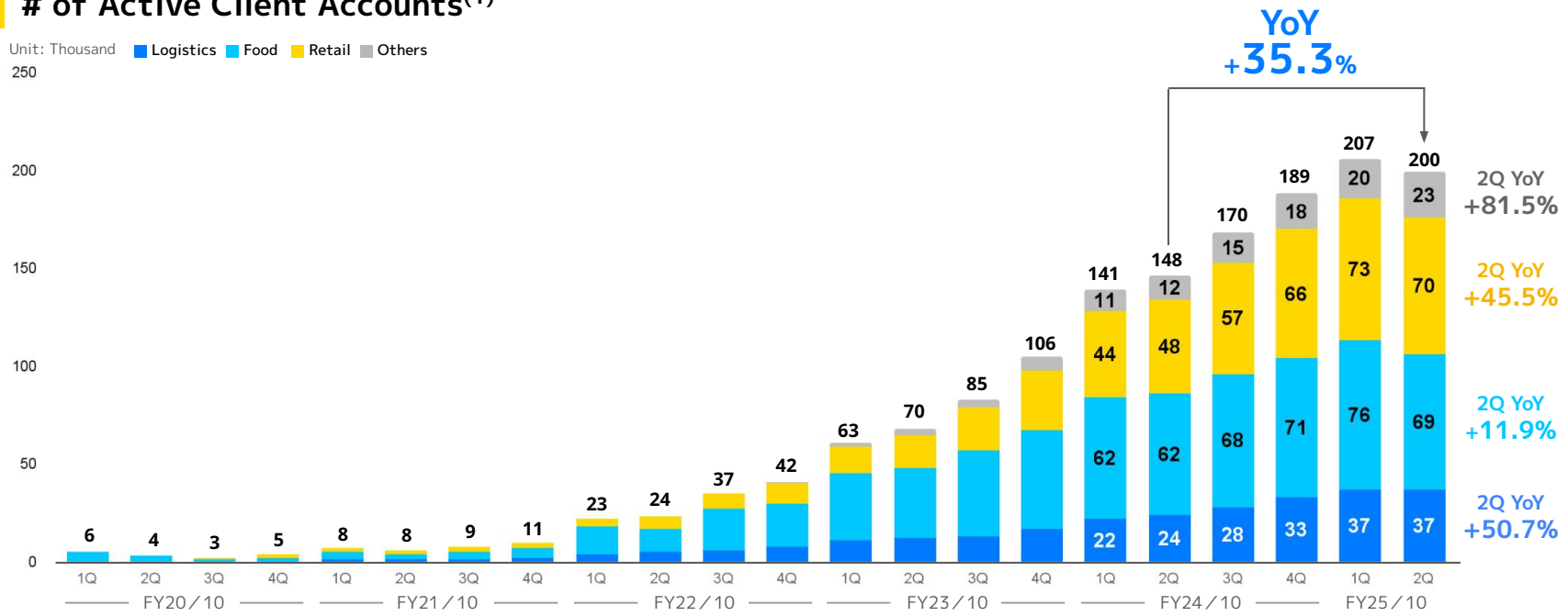
2 Signs of reversal in YoY growth rate

- Continuous customer success: While the macro-environment remains unchanged, a severe labor shortage persists. Through steady sales activities and product development, some large clients have entered a phase of expansion in their use of Timee.
- The slowdown in growth moderated: Almost a year has passed since the slowdown in growth began, and the hurdle is now lower.

Achieving Steady Growth in the Number of Active Client Accounts in Each Major Industry

The number of AAs increased steadily due to a severe labor shortage. Steady growth, especially in the logistics and retail industries, despite weak usage in the food industry and somewhat weaker growth among small-sized clients due to countermeasures against unauthorized use.

of Active Client Accounts(1)



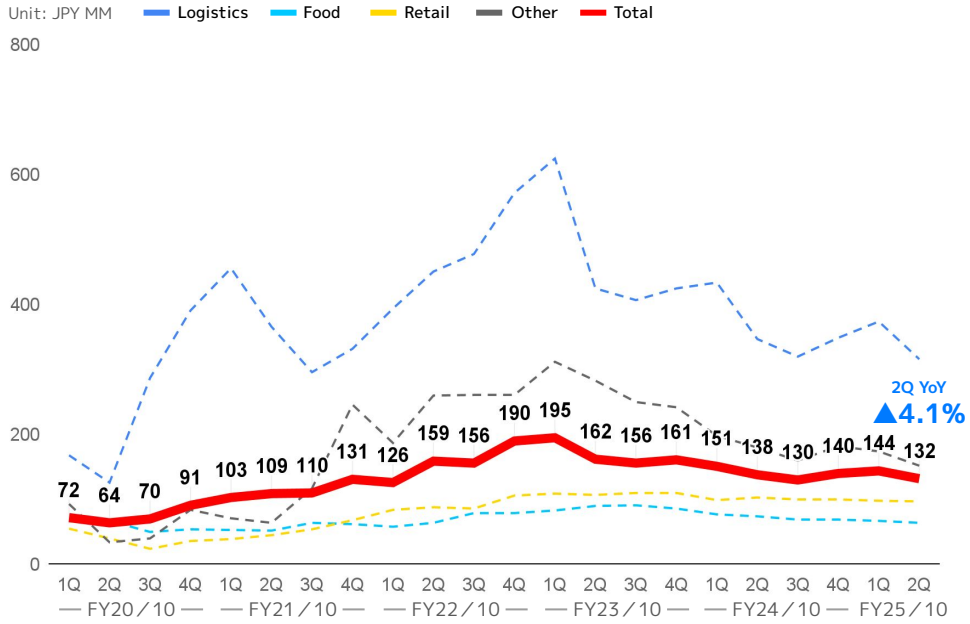
*1 # of registered client accounts that posted at least one job opening in a given month. Quarterly figures correspond to the sum of active client accounts for each of the three months in the quarter, which may result in the figures being higher than the # of unique registered client accounts that posted at least one job opening on our platform during the quarter

The YoY Growth Rate of Transaction Volume Per AA Is Improving Due to the Continuous Strengthening of Sales Follow-up

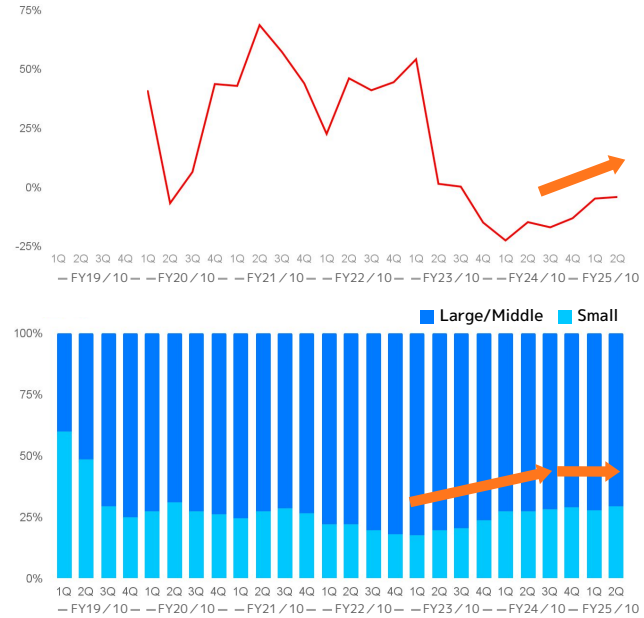
Timee

The total transaction volume per AA was 132.8 thousand yen. Although it decreased QoQ in 2Q due to the off-season, the stable and continuous use in the logistics and retail industries (including the results of the project to reduce the burden of worker onboarding) led to only a slight decrease of ▲4.1% YoY. The YoY growth rate has been improving recently due to ongoing efforts to strengthen sales follow-up, and we are aiming for a recovery to positive growth.

Transaction Volume per AA by Industry



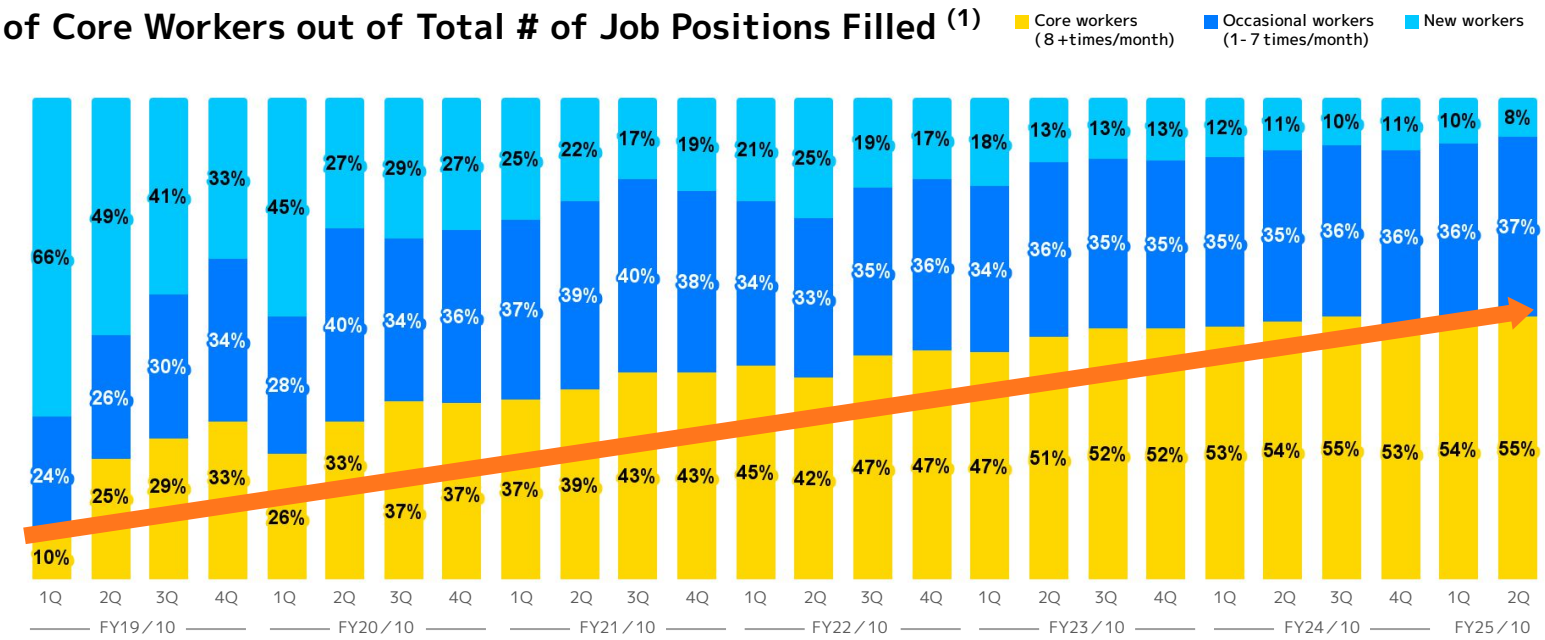
YoY Growth Rate of Transaction Volume per AA (Top) Ratio of AAs by client size (Bottom)



Achieving a Stable Operation Through the Expansion of Core Workers

The core worker ratio is at its highest level ever. Going forward, we will continue to maintain a high ratio of core workers while maintaining a balance with new workers.

% of Core Workers out of Total # of Job Positions Filled (1)



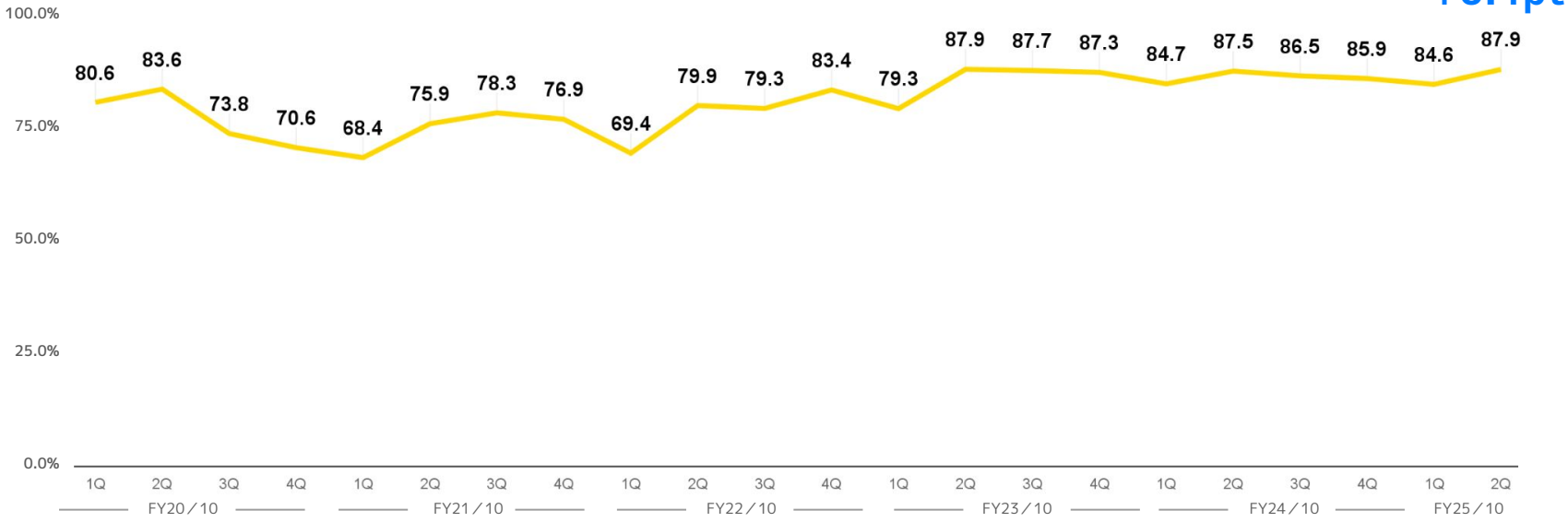
*1 Core workers are existing workers who work eight times or more a month. Occasional workers are existing workers who work fewer than eight times a month. New workers are workers who started working during the period regardless of the # of times worked. Calculated by dividing the total # of job positions filled by each worker group for the three months by the total # of job positions filled for the three months. The status of each worker as a core worker, occasional worker or new worker is determined on a month-by-month basis for each of the three months in each quarter

Achieving a Stable and High Fill Rate

The fill rate is at its highest level ever. A steady increase in the number of core workers, sophisticated worker marketing utilizing accumulated worker data, and continued efforts to improve the fill rate resulted in a 0.4pt improvement YoY.

Fill Rate

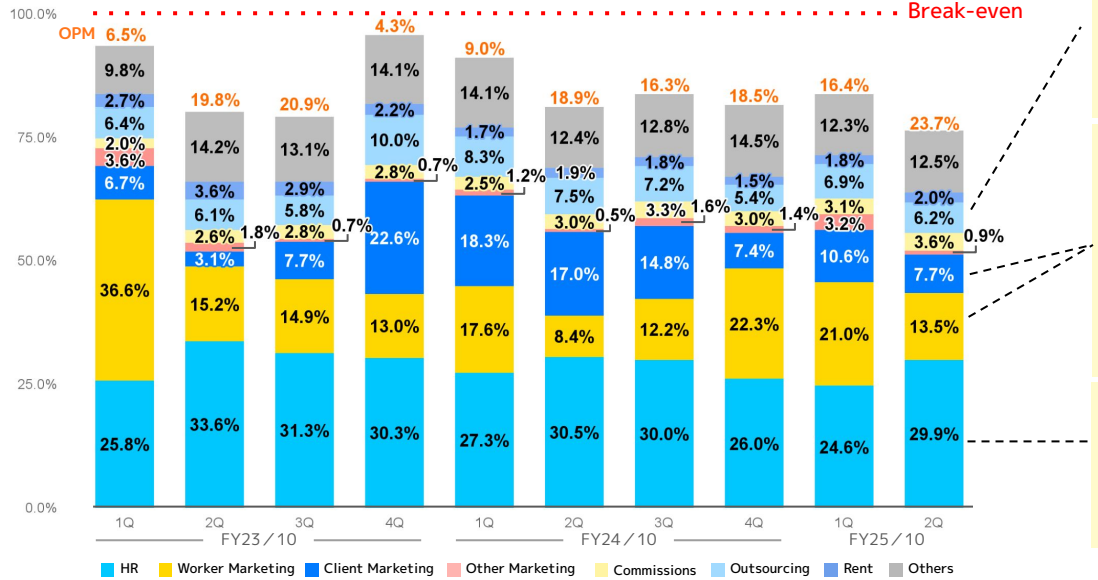
2Q YoY
+0.4pt



Achieving Stable Operating Profit by Improving the Cost Ratio YoY

While the previous year's 2Q saw a significant amount of client marketing and outsourcing fees (mainly BPO costs) on a trial basis, in FY25/10 2Q, the ratio of these costs to net sales decreased due to the expansion of net sales and disciplined investment. In addition, the operating profit margin improved significantly from 18.9% to 23.7% YoY due to improved sales productivity and appropriate cost management related to countermeasures against unauthorized use.

Cost Breakdown as % of Net Sales[1](Quarterly)



Outsourcing ▲1.3pt YoY

The ratio to net sales decreased due to a partial review of several BPO initiatives that have increased since FY23/10 4Q and a focus on investments in initiatives that are effective, such as strategic commercial areas.

Worker Marketing +5.1pt YoY
Client Marketing ▲9.2 pt YoY

Aggressive investment in worker marketing to attract new workers. Continued to make disciplined investments for client marketing since 1Q, considering the impact of countermeasures against unauthorized use, and the ratio to net sales decreased YoY.

HR ▲0.5pt YoY

The number of employees increased by 256 YoY, including 127 in sales; however, the ratio to net sales improved YoY due to steady sales growth.

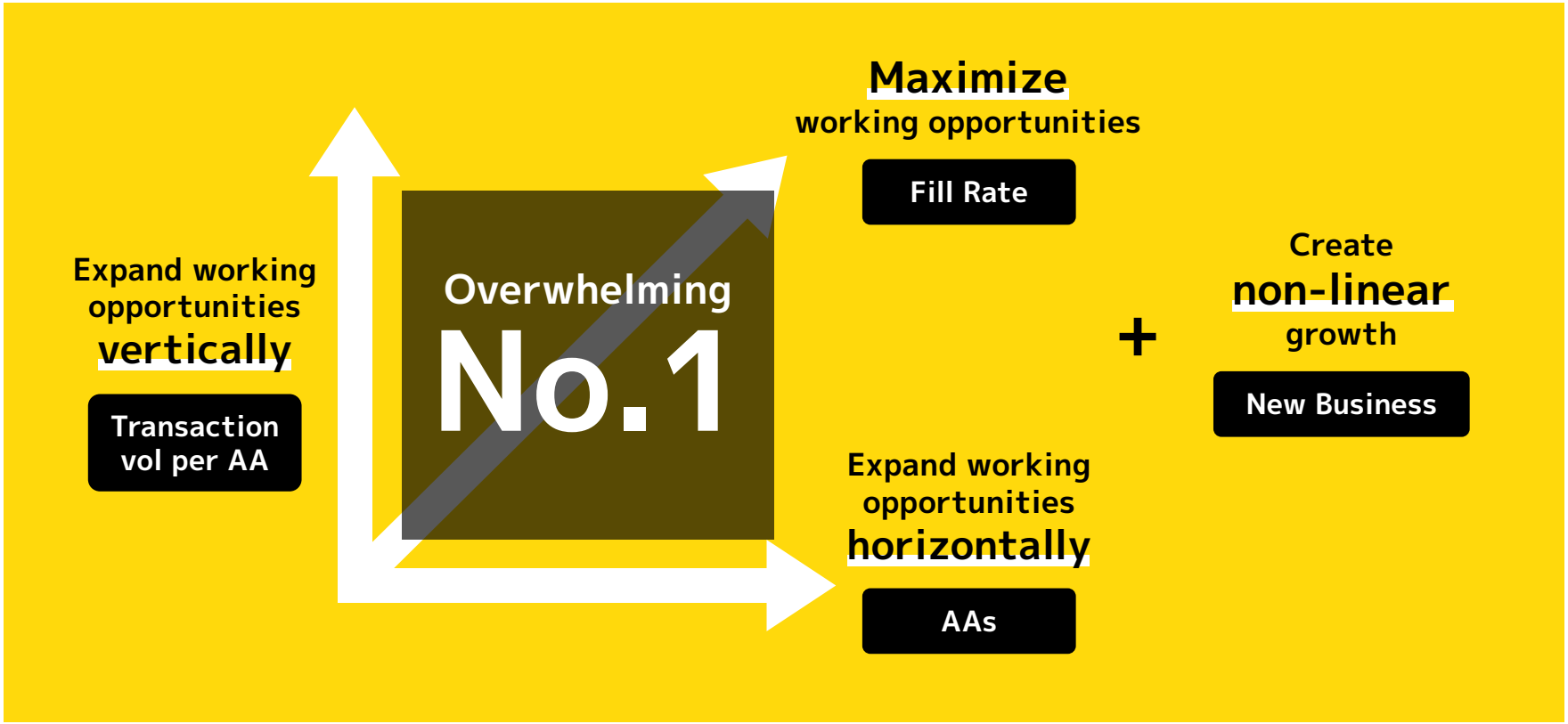
*1 Breakdown of SG&A costs is a non-GAAP item. HR costs include salaries for sales team, back office, and hiring costs etc. Worker marketing costs and client marketing costs include ad costs (mostly digital) to acquire workers or clients. Other marketing includes promotional expenses. Others include cost of sales (incl. engineering costs for product improvements), costs for outsourcing, and fees paid to third-party sales agents.

Limited Impact of Trump’s Tariffs Due to Client Base, Mainly Domestic Demand

	Trump's Tariffs	Recession
Net Sales	● No direct exposure to tariffs. ● Three main industries—logistics, food, and retail—are primarily domestic markets, so we believe that indirect exposure through our clients is also minimal.	● Economic recession may reduce the need for a workforce and decrease the number of job openings.
Costs/Profits	● Due to the limited impact on net sales, no impact on costs or profits is assumed as well.	● As the number of job openings decreases, the number of workers required will also decrease, decreasing worker marketing investment. ● As a result, costs will decrease more than net sales, and depending on the impact of the number of job openings, we do not expect a significant impact on profits even during an economic recession.

Mid- to Long-Term Growth Strategy

The Strategy for FY25/10 (Repost)



Establishing an Overwhelming Industry Presence Even Amid the Increase in New Entrants to the Market

Timee

Although the competitive environment is changing due to the increase in new entrants, the position of the No.1 on-demand job platform in Japan remains unchanged due to the first-mover advantage and high industry recognition.

Competitive advantage ①

High Fill Rate

88%(1)

Competitive advantage ②

Workers
who work well

% of Repeat workers：64%(2)
No-show rate: c.0.2%(3)

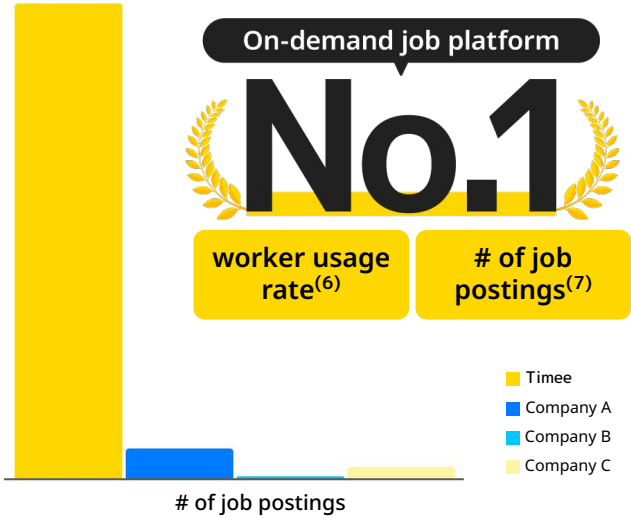
Competitive advantage ③

Support
from Sales Represetative

# of Sales Representatives：676(4)

No.1 Position(5) as Pioneer in Japan

On-demand job platform
No.1
worker usage rate(6)
# of job postings(7)



*1 Calculated by dividing # of job positions filled by # of job openings posted by clients in FY25/10 2Q. *2 % of workers who have worked at least twice at the same workplace out of total workers with reviews since the launch of the service as of the end of April 2025 *3 No show indicates absences without notice. Numerator is the # of absences without notice from February 2025 to April 2025 . Denominator is the # of actual total job positions filled in the same period *4 The # of sales representatives as of April 2025 *5 Based on the worker usage rate in terms of worker and on the # of job postings in terms of clients *6 The worker usage rate is the proportion of worker-respondents that had chosen a given service when using on-demand job platforms in the previous year, based on an online survey, “Survey on the Actual State of On-demand Job Services”, commissioned by Timee and conducted by Macromill (Survey period: January 31 to February 4, 2025 / Target: 1,033 men and women aged 18 to 69 who have experience of on-demand jobs within the past year). *7 # of job postings is based on a survey, “Market Research in On-demand Services as of May 2024”, commissioned by Timee and conducted by the Japan Marketing Research Organization (Survey period: April 9 to May 29, 2024)

AAs

Business Alliance with Watami - Started a "Timee Only[(1)]" Store Management Model at Subway

Timee

Business alliance with Watami to jointly develop the industry's first model case for resolving labor shortages and driving business growth in the food industry, which is facing a chronic labor shortage. Subway plans to have 3,000 stores in Japan[(2)]. We aim to leverage the know-how gained through this alliance to form alliances with other companies.





*1 A store management model in which all managers, employees, and workers are composed of Timee employees hired by Timee as on-site leaders and spot workers matched through the Timee app (employer is Timee, Inc.).
*2 Watami Group FY25/03 1H Financial Results Briefing

AAs Outstanding Achievements from THE Akachochin

THE Akachochin opened in May 2023 and is an izakaya (Japansese-style pub) in Shimbashi with the concept that "all part-time workers are spot workers." Since opening, there has never been a decrease in operating hours or customer seating due to a lack of matching, demonstrating the high-value proposition of Timee against the labor shortage.

Decrease in operating hours and customer seats due to lack of matching[1]

0day

Average fill rate[2]

94%

% of repeat workers out of total # of job positions filled[1]

51%

Good rate from spot workers[2]

99%

# of spot workers in Akachochin's favorite list[3]

192workers





*1 Accumulated figures from the opening to the end of April 2025 *2 Average from opening to the end of April 2025 *3 As of the end of April 2025

AAs The Store Operation Model That Timee and Watami Are Working on

In addition to the "all non-regular employees are spot workers" model (all employees other than the manager / regular employee are spot workers matched through the Timee app), which leverages the know-how accumulated through "THE Akachochin," we started operating stores under the "Timee only(1)" model, in which Timee employees serve as the manager / regular employee.

Pattern A

Timee only (1)

(The employer of spot workers is Timee, Inc.)

- Manager / regular employee: Timee employee
- Non-regular employees: All spot workers

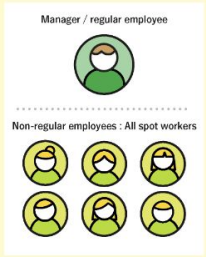


Pattern B

All non-regular employees are spot workers

(The employer of spot workers is Watami Group)

- Manager / regular employee: Watami Group employee
- Non-regular employees: All spot workers

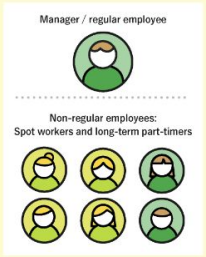


Pattern C

Non-regular employees (2) **are spot workers and long-term part-timers**

(The employer of both is Watami Group)

- Manager / regular employee: Watami Group employee
- Non-regular employees: Spot workers and long-term part-timers





STEP1

Design training program by Timee (3)

Design training programs and create handbooks

STEP2

Acquire skills through training

Provide training to inexperienced workers in areas such as cooking and customer service. Skiis required for the job are acquired.

STEP3

Match

Match with actual stores after the training

STEP4

Work at Subway

Work at a matched store. Create opportunities for each worker to gain experience while working

STEP5

Become a skilled/ experienced worker

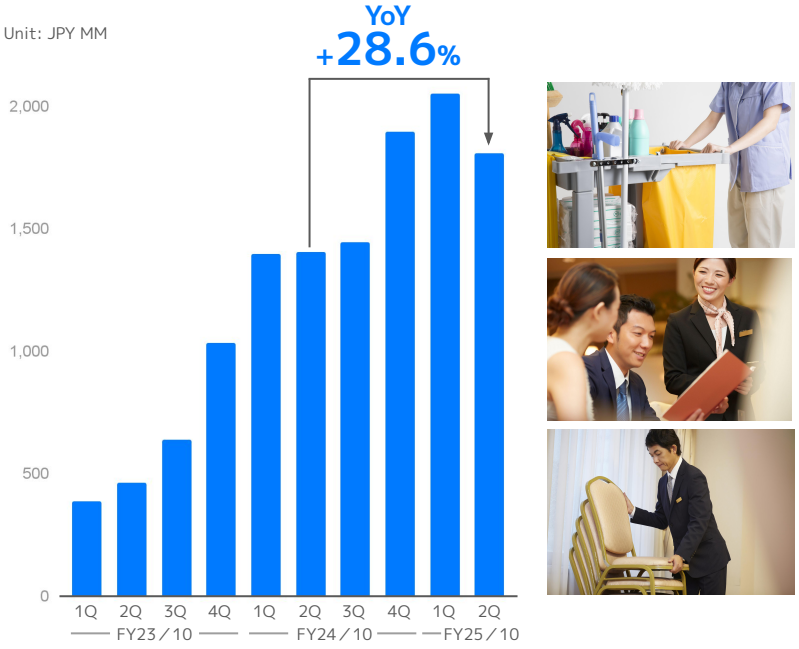
Through repeated work, become a skilled/experienced worker at Subway

*1 A store management model in which all managers, employees, and workers are composed of Timee employees hired by Timee as on-site leaders and spot workers matched through the Timee app (employer is Timee, Inc.). *2 Those who are converted by the Watami Group from employment contracts as spot workers to long-term employment contracts. *3 In case of pattern A

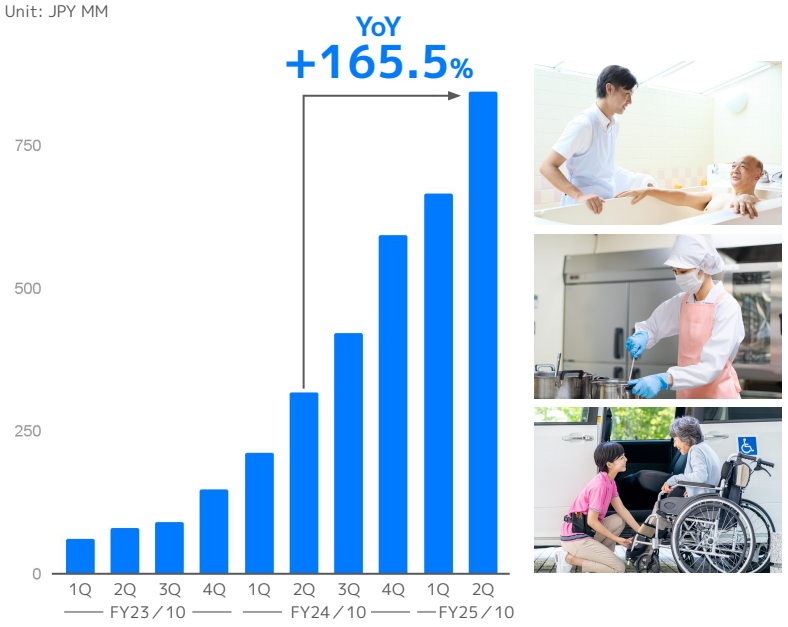
AAs Hotel and Elderly Care Industries: Steady Progress Toward the 4th Pillar

In the hotel industry, transaction volume increased 28.6% YoY despite entering the off-season; the QoQ decrease was due to seasonal effects resulting from the expansion of scale. Started business negotiations with top management of large clients, which we had not been able to do in the past, to maximize the number of job openings during summer vacation, the busiest season in the industry. Transaction volume in the elderly care industry increased 165.5% YoY, maintaining high growth with a tailwind from government policies—no fluctuation in demand.

Hotel Industry Transaction Volume



Elderly Care Industry Transaction Volume



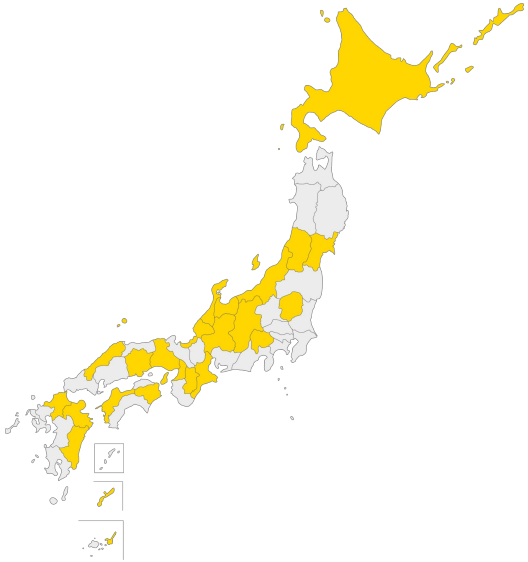
AAs

Area / Small-sized Client Strategy: Diversifying Acquisition Methods and Improving ROI

Timee

Continue to strengthen cooperation with local governments, chambers of commerce, and other relevant organizations. Additionally, we have signed a comprehensive partnership agreement with SYMBA HOLDINGS to revitalize the local economy in Okinawa. Regarding the acquisition of small-sized clients, strategic commercial areas will expand investment as ROI improves. Additionally, we began following up with small-sized clients acquired through client marketing, aiming to improve the retention rate efficiently by utilizing BPO and leveraging the accumulated expertise in tech touch.

Cooperation with Local Governments (46 local governments in 23 prefectures)(1)



Acquisition of Small-sized Clients

Strategic Commercial Areas
(New AAs⤴)



- Select an area and concentrate on acquiring clients and workers

Call Follow-up × Tech Touch
(Retention rate of exsiting AAs⤴)



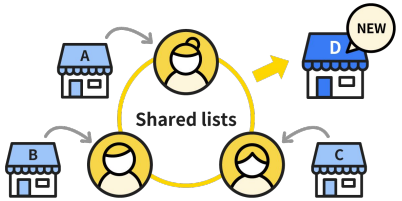
- Call follow-up utilizing BPO
- Leveraging the accumulated expertise in tech touch

*1 As of June 12, 2025

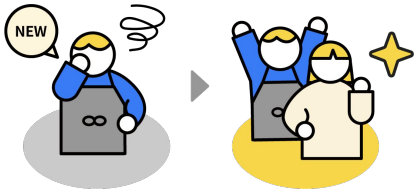
Timee

Shared Lists That Stores Can Share within the Same Company (Major update in February, 2025)

A function to create lists of workers who have experience working in a company/brand on any criteria and share them among stores of the same company/brand.



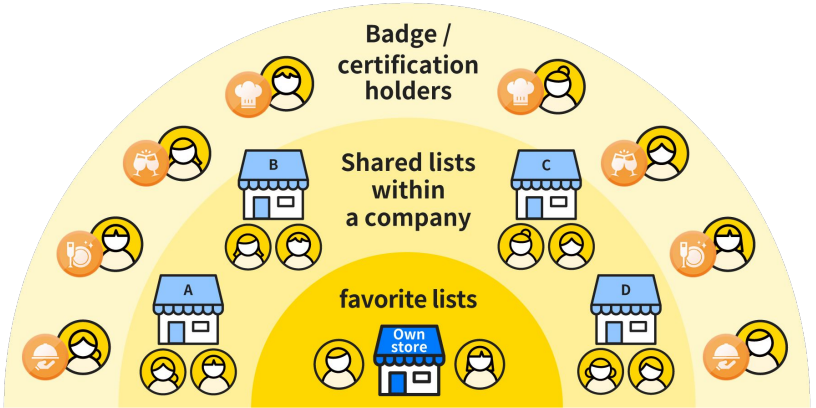
Stores can share lists of experienced workers



Even new stores can access experienced workers

Variations of Job Postings by Utilizing Accumulated Worker Data

Access to various types of workers, such as those with experience in their own stores (favorite lists), those with experience in the same company/brand (shared lists within a company), and workers with specific skills (badge/certification holders).



Transaction vol per AA

The Project to Reduce the Burden of Worker Onboarding: Huge Potential

Timee

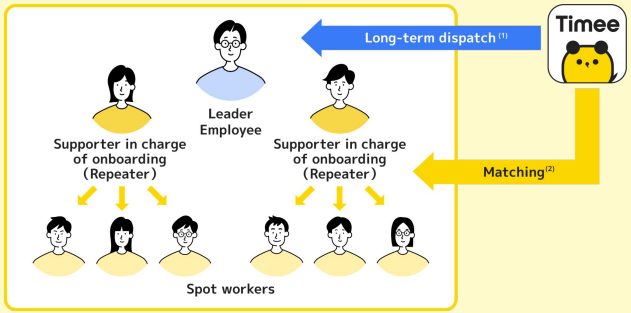
Offering various solutions to reduce the burden of worker onboarding, including the placement of leader employees and supporters in charge of onboarding, mainly in the logistics and food manufacturing industries. Many sites have a limited # of job openings due to the burden of worker onboarding, and the penetration rate of Timee per location is low. There is considerable room to increase the transaction volume per AA significantly by expanding penetration.

Project to reduce the burden of worker onboarding

【Current Issues】**Increased Burden**

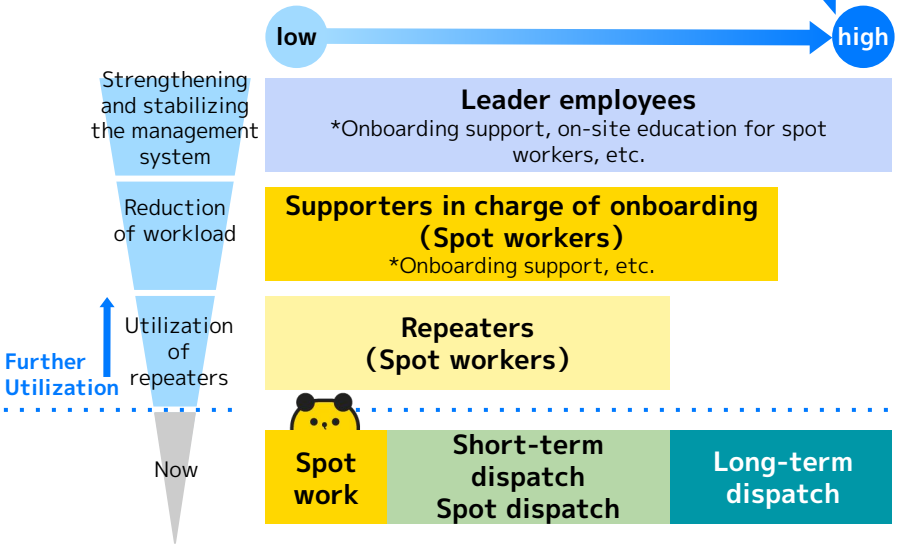
- Preparing necessary items
- Guiding spot workers to their work locations
- Instructions to spot workers
- Roll call of spot workers
- Guide of the workplace, etc

【Solutions】



Room for Higher Penetration Per Location

Potential of roughly 1 billion yen (or more) per month per major company(3) (based on transaction volume)



*1 Licensed for worker dispatch business *2 Matching through the Timee app. The employer is the client. *3 Based on interviews with major logistics clients

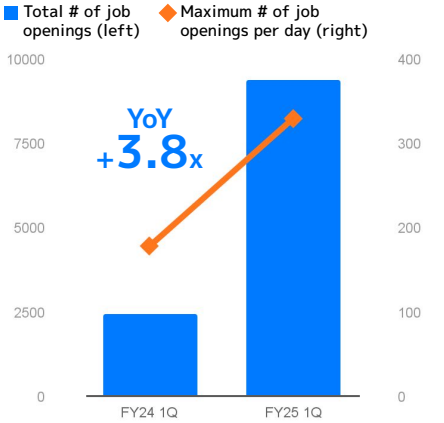
Transaction vol per AA

The Project to Reduce the Burden of Worker Onboarding: To Expand Significantly in FY25/10 2H, Following Trials in 1H

Timee

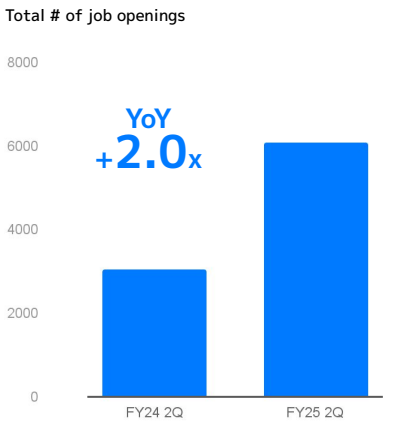
The trials conducted in FY25/10 1H at some locations produced significant results, and the introduction of the solution will be accelerated in 2H to prepare for the busy season at the end of the fiscal year. Proposals have been submitted primarily to major companies, and formal agreements have been secured from approximately 20 locations.

Cases of FY25/10 1H



Location of major logistics company A

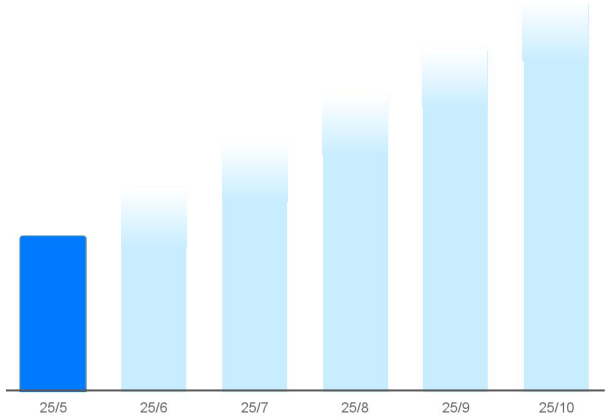
- The number of job openings increased 3.8 times YoY
- Onboarded 330 spot workers in one day to meet demand during the busy season



Location of major logistics company B

- The number of job openings doubled YoY despite entering 2Q, the off-season

The # of Installed Locations in FY25/10 2H



- Proposals have been submitted primarily to large companies that can expect a large number of job openings, and the number of general agreements was reached at approximately 40 locations, with formal agreements already obtained from around 20 locations.
- Accelerate proposals and implementation toward the end of the year, the busy season

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