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.

July 4, 2025

To whom it may concern

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Notice of Changes in Service Operation Policy

Supporting Employers' Compliance and Strengthening "Worker Protection"

We announce that we will change our service operation policy to support employers' compliance with laws and regulations and to strengthen “worker protection”.

The impact on the company's financial results for the fiscal year ending October 31, 2025, is expected to be limited.

Please refer to the attached for details.

July 4, 2025
Timee, Inc.

Notice of Changes in Service Operation Policy
Supporting Employers' Compliance and Strengthening "Worker Protection"

Timee Inc. (Location: Minato-ku, Tokyo; CEO: Ryo Ogawa; hereinafter referred to as "Timee") announces that it will change its service operation policy for "Timee" effective September 1, 2025.

On Friday, July 4, 2025, the Ministry of Health, Labor and Welfare (MHLW) requested cooperation with the Spot Work Association regarding "Appropriate Labor Management in Spot Work." The Ministry also released a leaflet on "Points to Note for Spot Work" for workers who work through spot work intermediary applications (hereinafter referred to as "workers") and "Labor Management of Spot Work" for employers who use spot work and hire workers (hereinafter referred to as "businesses"). In addition to the above, the Spot Work Association has issued the following statement as part of its "Approach to Appropriate Labor Management for Spot Work Services": **"From September 1, 2025 onward, regarding spot work services, service providers will gradually take necessary measures based on the concept that a labor contract with a reserved right to terminate (*1) will be established when a worker completes an application for a job offer. "** Based on this approach, we have decided to change our service operation policy effective Monday, September 1, 2025.

As a leading company in the industry, we have been pursuing what is necessary to create an environment where workers and businesses can be matched safely, promoting spot work in society. The Spot Work Association, in which we participate as a director, is also in dialogue with the MHLW and is studying ways to support businesses' compliance with laws and regulations, as well as to protect workers and promote the sustainable development of the industry. We are currently working on functional modifications to provide services starting from September 1, 2025, based on the concept presented by the Spot Work Association.

We will continue to strive for the healthy development of the industry by implementing continuous improvements to ensure a system that creates optimal matching as a platform provider and by engaging in dialogue with users and all other stakeholders. We will continue to operate the service with the primary focus on providing appropriate employment opportunities to workers to realize the best match between "the time when someone wants to work" and "the time when workers are needed."

(*1) A labor contract includes a provision that allows both the worker and the employer to terminate the contract as prescribed.

Changes in Service Operation Policy

Based on the approach presented by the Spot Work Association, we will make the following changes to the operation policy of the "Timee," effective **Monday, September 1, 2025**.

■1 A labor contract is concluded when a worker completes an application for a job offer

Until now, the "Timee" has been operated based on the concept that a labor contract is concluded when a worker checks in by scanning a QR code (*2) on the day of work. Going forward, it will be operated based on the concept that **a labor contract with the right to terminate is concluded when a worker completes an application for a job offer**.

With this, the concept of commuting accidents occurring on the day of work is also in place. Accidents while commuting to and from work (on the way to work or on the way home) are also covered by workers' compensation for commuting.
(*2) QR code is a registered trademark of DENSO WAVE INCORPORATED.

■2 In principle, termination by the employer is not allowed. Payment of absence allowance is required unless a terminable event is applicable

After the contract is concluded, termination by the employer (matching cancellation) is not allowed in principle, and payment of absence allowance is required. As an exception, payment of absence allowance is not required only when a terminable event (an event that allows the employee to exercise the right to terminate) is applicable.

It is our policy to state terminable events in the notice of working conditions, etc. For example, in the event of force majeure or other unforeseen circumstances, such as natural disasters like earthquakes and typhoons, or if the worker does not meet the recruitment criteria and conditions, including the absence of necessary qualifications for the job, the case will fall under terminable events. It will not be eligible for payment of absence allowance. In addition, from 24 hours before the start of work, the employer is not allowed to terminate the employment in case of cancellation of business not caused by force majeure such as natural disasters, change of number of job openings due to significant changes in workload, or errors in job description, date and time, and payment of absence allowance is required.

In conjunction with these changes, the starting point for penalty points for worker cancellations will be adjusted **from 48 hours to 24 hours before the start of work**.

Additionally, as of September 1, 2025, when the modified policy takes effect, the employer will not be responsible for service charges in the payment of absence allowances. We will make every effort to provide qualified referrals so that no mismatches occur. We will also support employers in the proper management of working hours and respond appropriately to each case.