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July 11, 2025

To whom it may concern

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Frequently Asked Questions and Answers (July 2025)

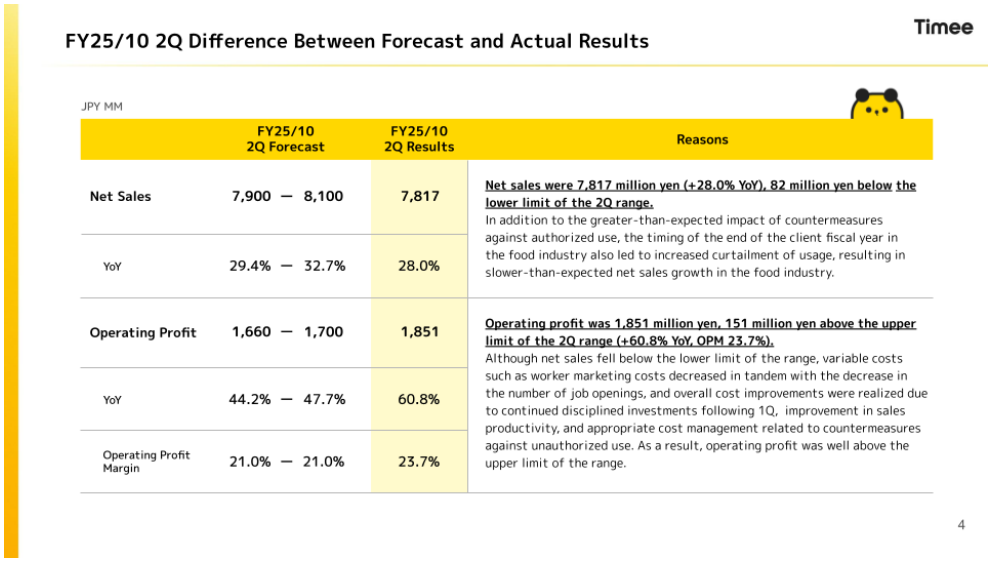
Thank you for your continued interest in our company. We would like to disclose the main questions we received from investors recently and the answers to them as follows.

This disclosure is made for the purpose of enhancing information dissemination to investors and for fair disclosure. Although there may be some discrepancies in the content of responses due to time differences, the most recent responses are presented as Timee's most current policy.

Q1. You mentioned the impact of countermeasures against unauthorized use and the end of the fiscal year for clients in the food industry, etc., as factors that caused FY25/10 2Q net sales to fall below the lower end of the forecast range. What is the degree of impact of each?

The impact is more likely due to the strengthening of cost containment, especially in the food industry, coupled with the end of the client fiscal year. Many of our clients are large and middle-sized companies. On the other hand, the impact of countermeasures against unauthorized use has led to a decrease in client marketing aimed at acquiring small-sized clients, which is a relatively small portion, but this has had some impact on the number of newly acquired AAs and net sales.

Presentation for FY2025.10 2Q Financial Results P4



FY25/10 2Q Difference Between Forecast and Actual Results

Timee

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%	

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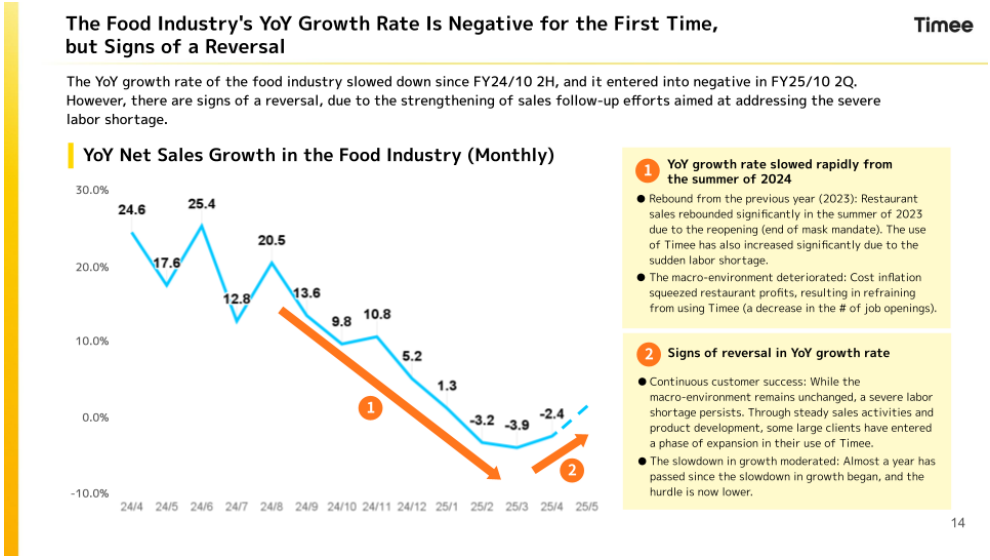
Q2. Do you expect the impact of the end of the fiscal year for the food and retail industries to continue into the next fiscal year and beyond?

At this point, we are unable to determine the impact of the next fiscal year. Still, we view the impact at the end of the current fiscal year as relatively large compared to the past due to cost inflation that has been continuing since last year.

Q3. You mentioned that there are signs of a reversal in the food industry. What is your growth rate projection for the future?

While we expect a moderate recovery, we do not currently anticipate a recovery to double-digit growth simply by strengthening the current ongoing sales follow-up. Therefore, to achieve further high growth in the food industry, we are considering adding a monetization method that differs from the current 30% service fee.

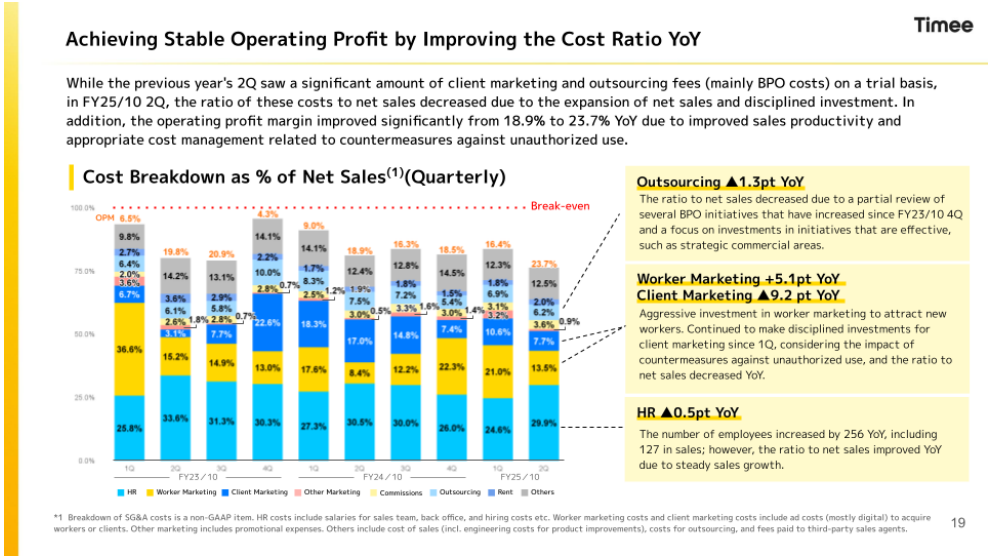
Presentation for FY2025.10 2Q Financial Results P14



Q4. What is the reason for the YoY increase in the ratio of worker marketing to net sales in FY25/10 2Q?

Regarding marketing, we control the overall investment by combining worker marketing and client marketing. For the 2Q, we increased worker marketing, which has a relatively high return on investment, partly due to a decrease in client marketing as a result of appropriate cost management related to countermeasures against unauthorized use. Therefore, although the fill rate tends to be high in 2Q every year due to the off-season, the current 2Q's fill rate is at the highest level ever (87.9%, +0.4 pt YoY).

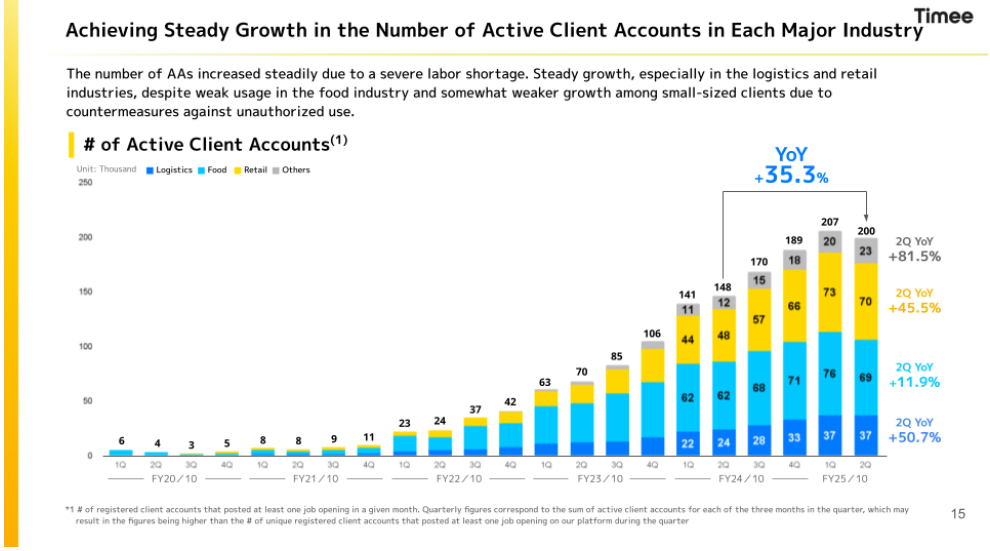
Presentation for FY2025.10 2Q Financial Results P19



Q5. Why is the number of AAs decreasing in QoQ?

The 2Q is an off-season, so the effect of seasonality is significant. Additionally, compared to the previous year, investments in client marketing were also a contributing factor. While last year's QoQ increase was due to an expansion in the number of AAs of small-sized clients as a result of relatively aggressive investment in client marketing, this year, client marketing has been reduced to manage costs related to countermeasures against unauthorized use, which is one reason why AA growth for small-sized clients has slowed compared to last year.

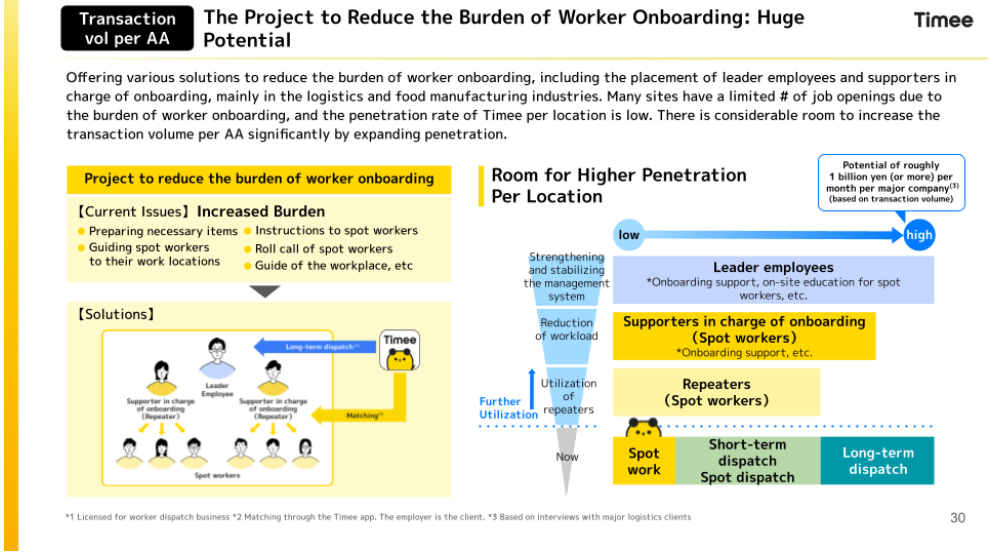
Presentation for FY2025.10 2Q Financial Results P15



Q6. When will the effects of the project to reduce the burden of worker onboarding in the logistics industry be realized?

As of the date of the announcement of FY25/10 2Q financial results, we have received formal agreements from approximately 20 locations (in some cases, multiple locations from a single company) and general agreements from approximately 40 locations for the project to reduce the burden of worker onboarding. At the locations where the introduction is planned by the end of this year, usage is expected to gradually increase from the second half of the year, with the busy season (FY26/10 1Q) as the immediate target.

Presentation for FY2025.10 2Q Financial Results P30



【Frequently Asked Questions and Answers (Past FAQs)】
Please refer to the following website.
https://timee.notion.site/ir-faq-en