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.

August 8, 2025

To whom it may concern

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Frequently Asked Questions and Answers (August 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. What is the scale and purpose of making SukimaWorks Inc. a group company?

SukimaWorks Inc.'s original business is the one-time part-time job matching platform "Sukima Works," and it now utilizes that know-how to operate the logistics warehouse staffing platform "LogiHero," which solves human resources issues in the logistics warehouse field, and has strengths in business process outsourcing (BPO) operations in the logistics warehouse field.
On the other hand, in the logistics industry, we aim to significantly increase the transaction volume per AA through the project to reduce the burden on worker onboarding.
Through this acquisition, we will leverage SukimaWorks' expertise in logistics warehouses, enabling us to accelerate development and increase the number of leader employees who will play a crucial role in the project to reduce the burden on worker onboarding.
This acquisition is not anticipated to have a material impact on Timee’s consolidated financial results, and SukimaWorks' main financial information (kanpo information) for the fiscal year ending March 2025 is as follows:

Total assets: 198,148 thousand yen, shareholders' equity: 5,871 thousand yen, net profit: 1,674 thousand yen

Q2. What is the scale and purpose of your investment in South Korea's Needer inc., as well as your plans for overseas expansion?

Needer Inc. operates the spot work service "GUBGOO" in South Korea, where labor shortages are becoming increasingly severe.
This investment is not anticipated to have a material impact on Timee’s consolidated financial results, and this is an upfront investment based on the characteristics of spot work, which has a significant first-mover advantage.
Furthermore, this investment will not be the catalyst for a significant shift in overseas expansion. For the time being, we will focus on expanding its platform in Japan, with overseas expansion continuing to be positioned as part of its medium- to long-term strategy.

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