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.

March 27, 2026
Timee, Inc.
(215A Tokyo Stock Exchange Growth Market)

“Timee Career Plus” Business Report

Timee, Inc. (Headquarters: Minato-ku, Tokyo; President: Ryo Ogawa) has released the “Timee Career Plus” Business Report, which summarizes the business performance and employment trends of “Timee Career Plus,” a service designed to support long-term employment as full-time employees.

Leveraging our spot work platform and vast dataset, we are expanding our proprietary solutions into adjacent markets to further evolve into a vital 'labor infrastructure.' “Timee Career Plus” is our full-time employee placement service for non-desk workers that utilizes data-driven insights into worker skills and performance history. Our goal is to radically streamline traditional full-time recruitment processes.

Please refer to the attached for details.

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Timee

Press Release

March 27, 2026
Timee, Inc.

"Timee Career Plus" Full-Time Employee Placement Service Approx. 30% of those who accepted job offers secured their first-ever full-time position.

The number of accepted job offers surged to approx. 2.8 times the level of the same period last year, with more than three out of four candidates transitioning to industries where they had no prior experience.

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"Timee Career Plus" is a service to support workers in building their careers and securing long-term employment as full-time employees (*1). Since its launch in February 2024, the service has been helping workers who have lost confidence and given up on finding work because they lack the necessary qualifications or skills, as well as those who want to secure steady employment but have struggled to find opportunities, by providing career counseling and reskilling courses to support their transition to long-term full-time employment. In September 2025, we added the "Timee Resume" feature (*2), which automatically generates resumes based on work history data from Timee, creating a system that evaluates work performance through spot work during the hiring process more than ever before.
In the business report, we summarized the current state of our operations, including trends in the number of job offers accepted and career counseling sessions. We also highlighted that **approx. 30% of those who accepted job offers through Timee Career Plus secured their “first-ever” full-time employment**, and **more than three out of four (75.8%) transitioned to industries where they had no prior experience**. These figures demonstrate that many people are building skills and experience through their spot work performance to start new careers.

(*1) New service "Timee Career Plus" launches on February 22 (only Japanese)
https://corp.timee.co.jp/news/detail-2573/
(*2) We have added the "Timee Resume" feature to "Timee Career Plus," our placement service for full-time employees, which automatically generates resumes based on work history data from Timee (only Japanese)
https://corp.timee.co.jp/news/detail-5192/

Report Summary

Steady Growth in Accepted Offers and Career Consultations

・Accepted offers grew approx. 2.8x YoY, showing significant momentum.
・Career consultations increased by more than 3x YoY. We have strengthened candidate support by increasing our headcount of Career Advisors.

Expansion of Businesses and Industries

・The number of registered businesses grew approx. 2.0x YoY, supporting recruitment across a wide range of industries including hospitality, logistics, food, and manufacturing.

Creating "First-Time Full-Time" Opportunities

・Approx. 30% of candidates who accepted offers through Timee Career Plus secured their first full-time employment.

Facilitating Career Transitions Across Industries

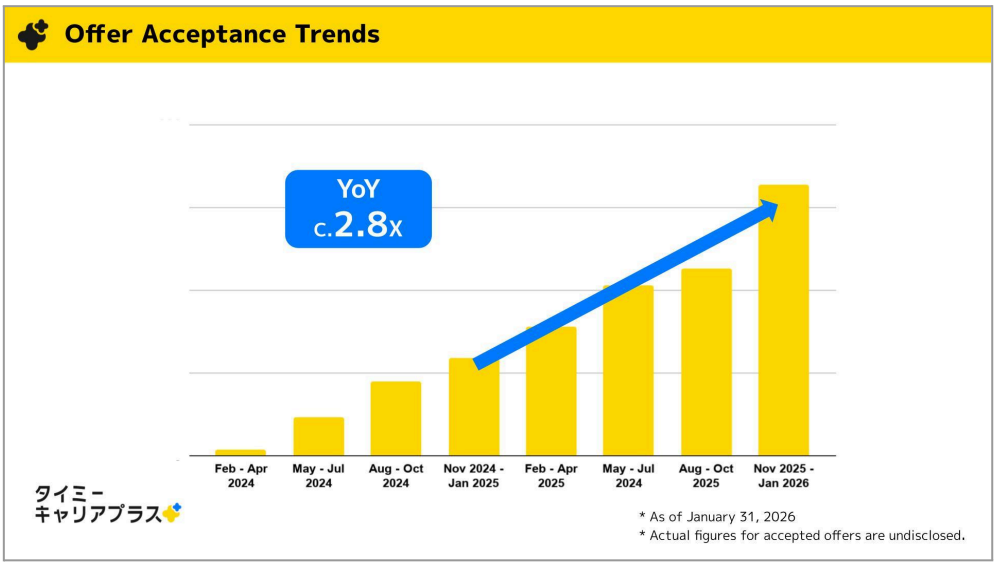
・More than three out of four successful candidates transitioned to a new industry through Timee Career Plus.

Report Details

Rapid Business Growth Driven by Rising Demand from Both Candidates and Businesses

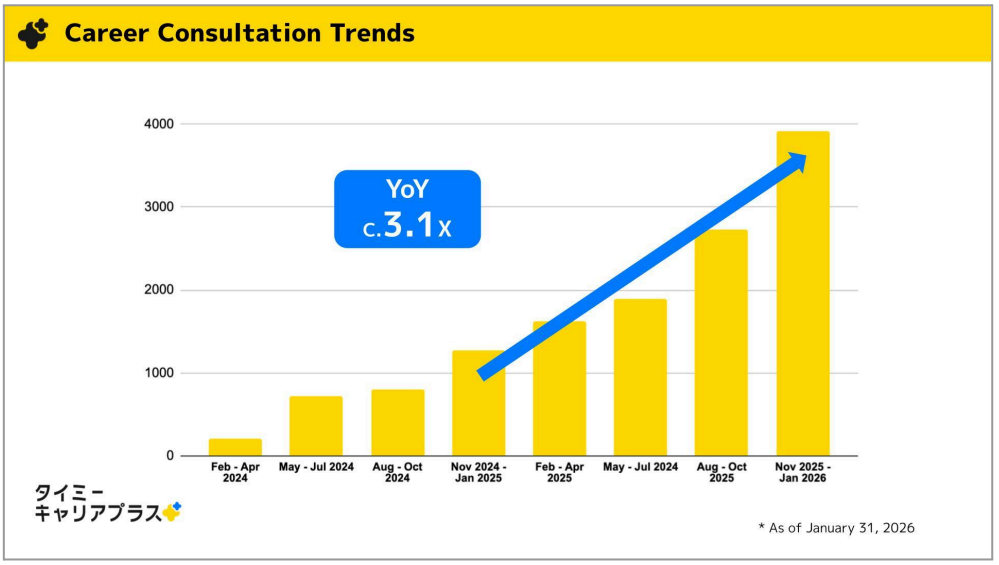
■Significant Growth in Accepted Offers: Approx. 2.8x YoY

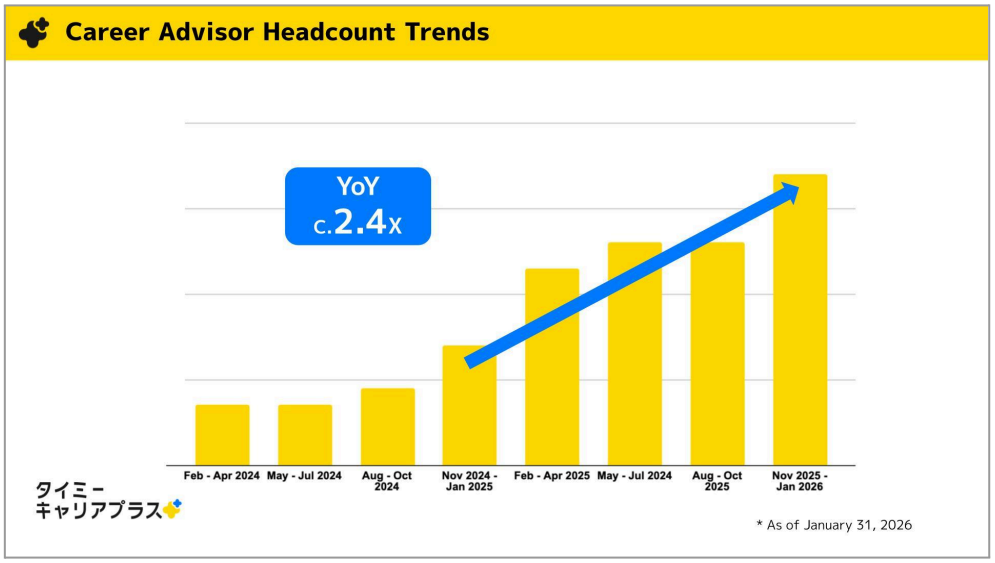
Since the service launch, the number of accepted offers has shown steady growth, with the most recent period (**Nov 2025 – Jan 2026**) achieving approx. **2.8x growth YoY**.



■Career Consultations Increased Over 3x YoY: Strengthening Candidate Support with Expanded Advisor Team

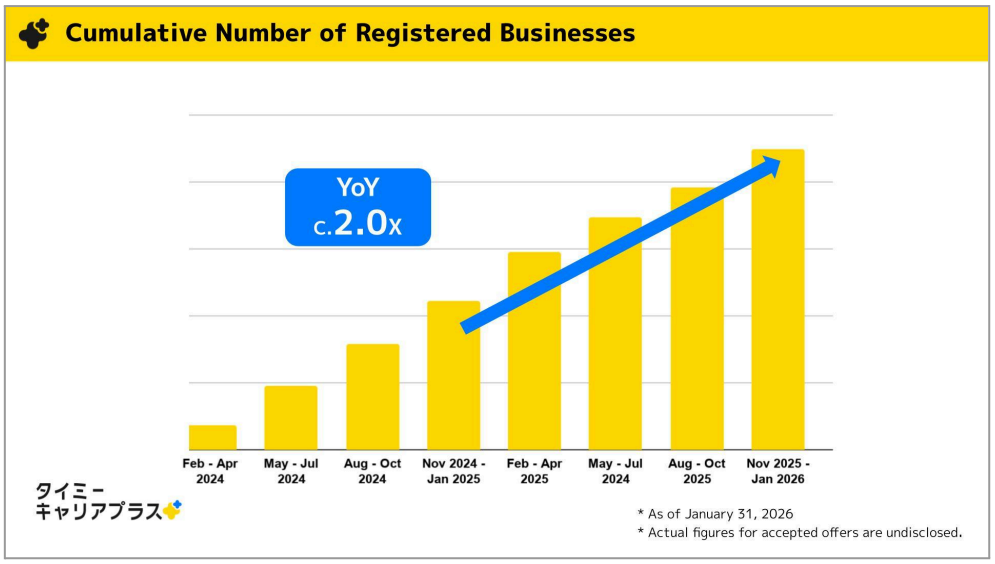
The cumulative number of career consultations with job seekers has exceeded 13,000 since the service launch, representing 3.1x growth compared to the same period last year. This surge is attributed to the growing awareness of Timee Career Plus among spot workers. The service has successfully tapped into the latent demand of individuals seeking stable, full-time employment. To meet this rising demand, we have scaled our team of Career Advisors—increasing headcount by approx. 2.4x YoY—to further strengthen our candidate support system.





■Number of registered businesses grew approx. 2.0x YoY: Supporting recruitment across a wide range of industries including hotel, logistics, food, and manufacturing.

Driven by the intensifying labor shortage, demand from businesses continues to rise, resulting in an approx. 2.0x YoY increase in the number of registered businesses. While our initial focus was primarily on the hotel, logistics, and food industries, our reach has now expanded significantly into industries such as manufacturing. We are seeing clear synergy with Timee's core service; as the use of spot work expands in the manufacturing industry, it is driving a corresponding increase in the adoption of Timee Career Plus in that same industry.



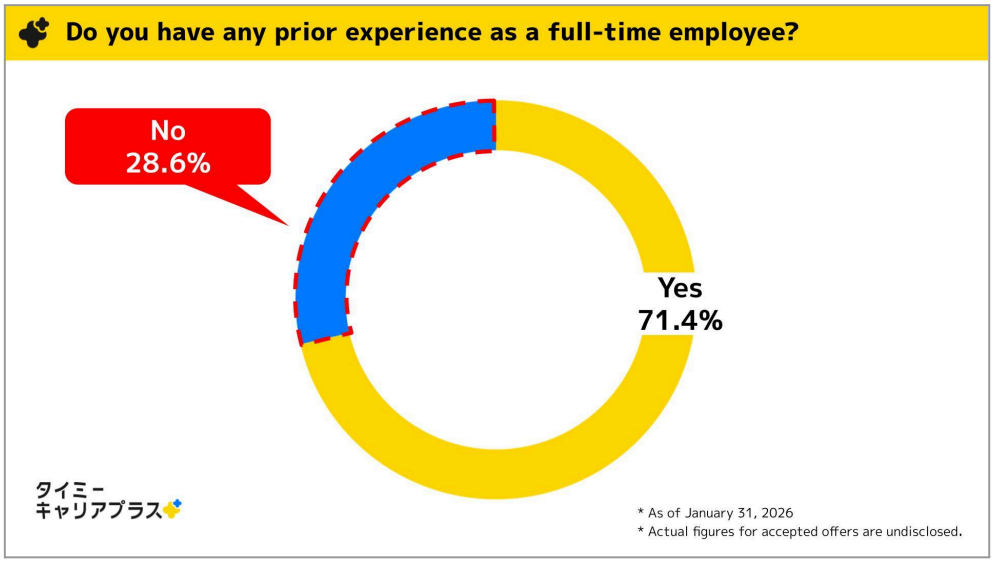
▼Voice of a Business Using Timee Career Plus

AEON Next Delivery Co, Ltd.
(Industry: Logistics / Recruiting position through Timee Career Plus: Truck Driver)
Our challenge was to strengthen recruitment of individuals from diverse industries and with varied work backgrounds who could not be fully reached through conventional hiring methods. We got interested in Timee Career Plus as a new recruitment channel after reading a case study about successful driver recruitment through the platform. Although we had no prior experience using spot work services, we found the ability to reach a broad range of inexperienced candidates very attractive. In practice, the spot work performance records built up by candidates serve as an objective evaluation from other companies, making them an extremely effective indicator of an individual's reliability and motivation to work. While the candidates introduced to us are primarily new to driving, they have all been highly active and successful on-site since joining the company.

Building Experience and Skills through Spot Work: A New Career Path Toward Full-Time Employment

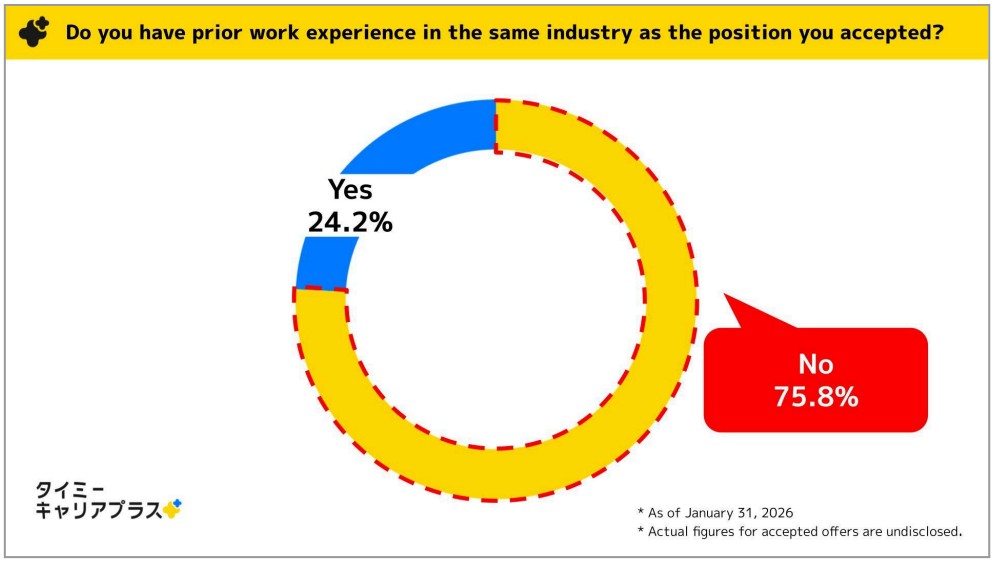
■Approx. 30% of candidates who accepted offers achieved their "first-ever" full-time employment

Data shows that approx. 30% of individuals who accepted job offers through Timee Career Plus have secured their first full-time employment. For those who had previously given up on full-time roles due to various circumstances, starting a career through Timee Career Plus—leveraging the work history they built up through spot work—is becoming a powerful new career option.



■More than three out of four successful candidates transitioned to an industry where they had no prior experience

Among those who accepted job offers through Timee Career Plus, 75.8% had no prior work experience in the industry of the position they accepted. In other words, more than three out of four people are successfully transitioning to new industries as full-time employees through Timee Career Plus. We are seeing a diverse range of career shifts, such as transitions from retail or food to logistics and HR services, or from manufacturing to building maintenance, demonstrating that individuals with varied backgrounds are effectively pivoting to new industries through Timee Career Plus.



Success Story through Timee Career Plus

Turning Spot Work Experience into a Powerful Career Asset Achieving a 100% Document Screening Pass Rate and Overcoming Concerns Over Withdrawing from University

Due to family circumstances, I had to withdraw from university. To support my household, I worked multiple part-time jobs while also using Timee. At first, I felt a deep sense of anxiety, constantly worrying: "Will I even pass the document screening with my background?" or "Can I really become a full-time employee with no prior experience?" However, my fears were dispelled when my Career Advisor explained that the work performance data I had built up through Timee would be a critical factor in the selection process.
During the interviews, the experience I gained through spot work in the food and retail industries was highly valued. As a result, I achieved a 100% pass rate in the document screening for every company I applied to. While my initial goal was simply "to become a full-time employee," the job-seeking process encouraged me to think deeply about how I wanted to contribute to society. Ultimately, I accepted an offer for a construction management position in the construction industry and have successfully started my new career.



Female, 20s

Shaking Off the Stigma of a Short-Lived Career
From a Rural Area to Tokyo: Landing a Job at a Major Company through Spot Work Experience

After moving to Tokyo from a rural area, I aimed to become a full-time employee. However, because of my experience with short-term resignation and the high frequency of job changes in my early 20s, I lacked confidence in my background. I was deeply anxious, wondering, "Can I really secure a full-time position with this history?" Through repeated sessions with my Career Advisor and intensive interview preparation, I dug deep into my past part-time work experiences to verbalize my strengths. Gradually, I began to regain my confidence. I approached my interviews by highlighting the cashier experience I gained at convenience stores and supermarkets through Timee, and I also utilized my "Timee Resume" during the screening process. As a result, I successfully secured a job offer from a major dry-cleaning company.



Female, 20s

About Timee Career Plus

「Timee Career Plus is a service that provides opportunities for people to try jobs they want, regardless of qualifications or experience. Applicants can receive “career counseling” and “reskilling courses for acquiring qualifications, licenses, and skills”, and we support career development and long-term employment as a full-time employee. We expand each worker’s possibilities.

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キャリアプラス

・Timee Career Plus Official Website (only Japanese)：https://careerplus.timee.co.jp/
・Success Stories through Timee Career Plus (only Japanese)：https://lab.timee.co.jp/blog/letter/careerplus-interview

Company Profile

Established:	August 2017
Representative:	Ryo Ogawa
Location:	35F Shiodome City Center, 1-5-2 Higashi-Shinbashi, Minato-ku, Tokyo
URL:	https://corp.timee.co.jp/en/ir/