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April 13, 2026
Timee, Inc.
(215A Tokyo Stock Exchange Growth Market)

Survey on Long-term Employment and Hiring Triggered by Work Through Timee (Apr. 2026)

Timee, Inc. (Headquarters: Minato-ku, Tokyo; President: Ryo Ogawa) conducted a survey titled “Survey on Long-Term Employment and Hiring Triggered by Work Through Timee” targeting 408 workers using Timee and 163 businesses that have adopted the service.

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.' As part of this effort, we offer new services tailored for long-term employment and hiring, including “Timee Career Plus,” a full-time job placement service for non-desk workers, as well as services designed to support long-term part-time hiring.

This survey will help you better understand how our long-term employment services deliver distinct value to the market. Please refer to the attached for details.

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Timee

Press Release

April 13, 2026
Timee, Inc.

More than 70% of long-term hires through Timee are moving into industries with no prior experience
Spot work accelerates labor transitions

[Survey on Long-term Employment and Hiring Triggered by Work Through Timee (Apr. 2026)]

Timee Inc. (Headquarters: Minato-ku, Tokyo; President: Ryo Ogawa) conducted a survey titled “Survey on Long-Term Employment and Hiring Triggered by Work Through Timee” targeting 408 workers using Timee and 163 businesses that have adopted the service.
The survey revealed that 73% of those who secured long-term employment through Timee switched to industries with no prior experience, demonstrating that spot work contributes to labor transition across industries and to the creation of a connected workforce. Furthermore, it became clear that long-term hiring through Timee helps reduce turnover rates and reduces the financial and operational burdens associated with hiring for businesses.

Spot work, which allows people to work whenever and wherever they want, has become increasingly popular in recent years as a way for workers to find long-term employment opportunities. Among workers registered with “Timee,” the number seeking long-term part-time work has surpassed approximately 700,000 (1). Furthermore, as labor shortages become more severe, businesses are increasingly turning to spot work as an effective method to hire long-term employees.
To better understand the current state of long-term employment and hiring through Timee, we surveyed workers who expressed interest in long-term employment via the platform and businesses that use it.

(*1) Preferences were confirmed with registered workers via the app (n=2,585,716). As of February 2026.

Report Summary

[Survey for Workers]

- 48.0% have been offered long-term employment at a workplace matched through Timee, and 15.4% have accepted such offers. More than half answered “found excitement and fulfillment in the industry and jobs through Timee” as their reason for accepting long-term employment.
- 73.0% secured long-term employment in industries where they had no prior experience. The findings reveal that spot work lowers the barrier to entry for those with no prior experience, facilitating labor transition across industries and creating a “connected workforce.” It also helps improve perceptions of industries where workers have no prior experience.
- Benefits of long-term employment through Timee include "prior understanding of work content" (66.7%), "confirming workplace culture fit" (66.7%), and "increasing confidence and self-esteem" (41.3%).

[Survey for Businesses]

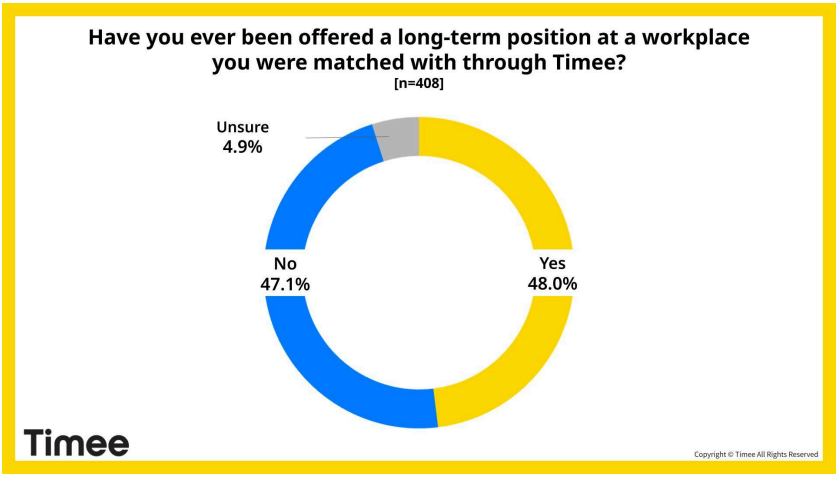
- 98.2% of businesses expressed an interest in long-term hiring through Timee, highlighting the high demand. Nearly 80% of businesses have approached workers about long-term employment.
- More than 60% of businesses that approached workers successfully hired them on a long-term basis. There are also cases where this led to full-time employment.
- 56.5% of businesses that have hired workers for long-term positions answered that “long-term hiring through Timee results in lower turnover rates.” Confirming worker performance and workplace culture fit through spot work helps reduce turnover rates.
- More than 60% of businesses that hired long-term employees through Timee reported a reduction in financial and operational burdens.
- 98.8% of businesses that have hired long-term employees through Timee answered that they would like to continue using Timee for future long-term hiring.

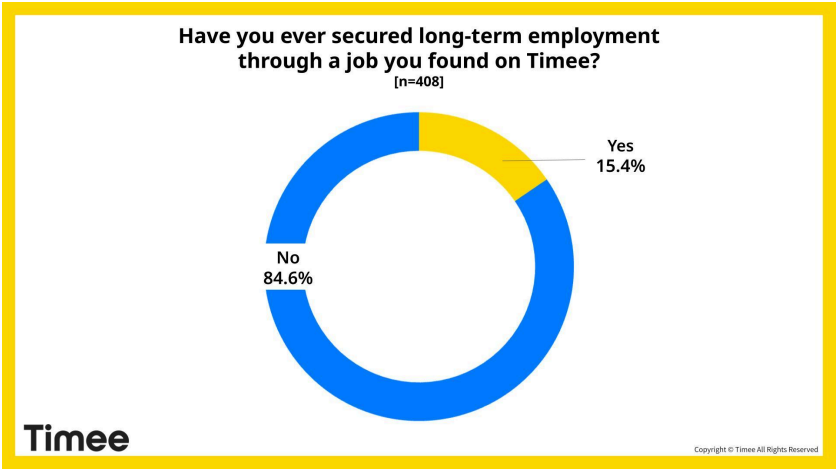
Report Details

[Survey for Workers]

■48.0% have been offered long-term employment at a workplace matched through Timee, and 15.4% have accepted such offers. More than half answered “found excitement and fulfillment in the industry and jobs through Timee” as their reason for accepting long-term employment.

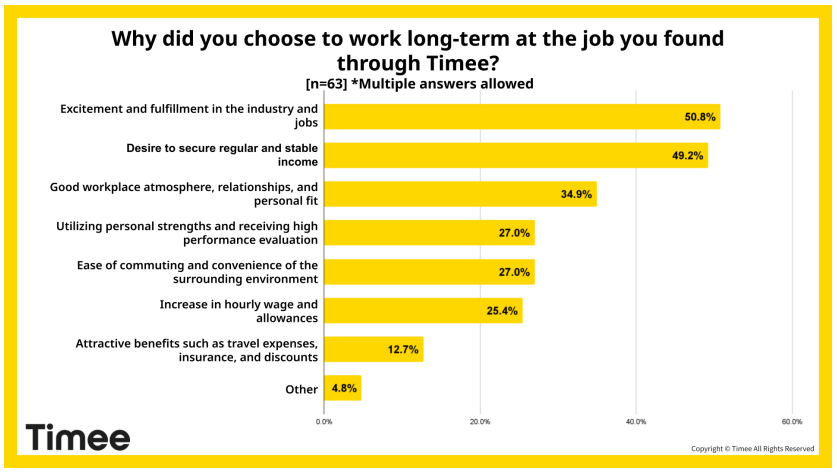
When workers interested in long-term employment were asked if they had ever been offered a long-term position at a workplace they were matched with through Timee, 48.0% responded that they had. Additionally, 15.4% had actually taken on a long-term position as a result of a job they were matched with through Timee.





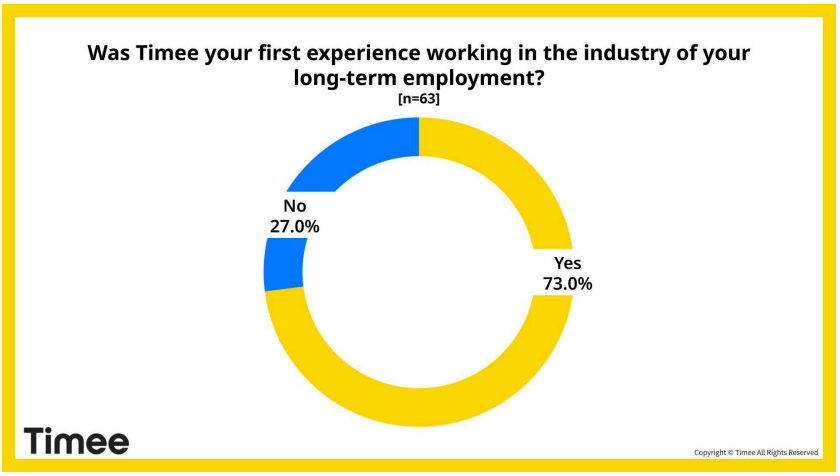
When we asked people who secured long-term employment through Timee why they chose to do so, the most common response—answered by 50.8% of respondents—was that they found excitement and fulfillment in the industry and jobs. Other reasons included “good workplace atmosphere, relationships, and

personal fit” (34.9%) and “Utilizing personal strengths and receiving high performance evaluation” (27.0%). This indicates that the decision to transition to long-term employment was driven by the realization that the workplace offered more than just financial compensation—such as the positive work environment—and by the recognition of their personal strengths gained through spot work.

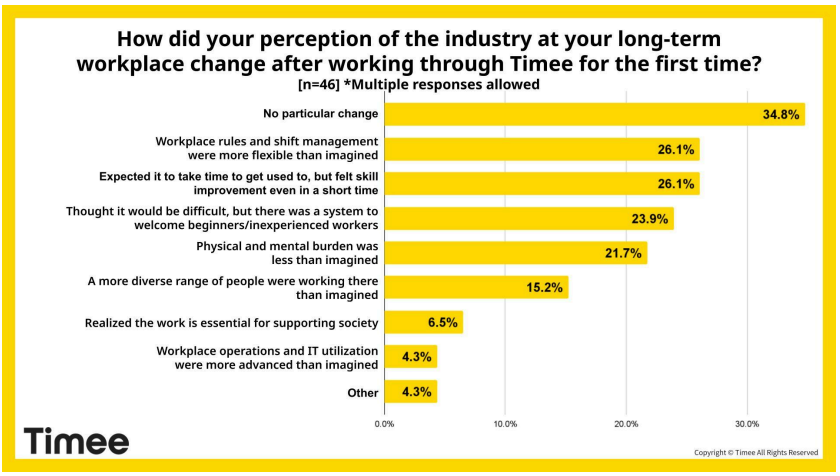


■73.0% secured long-term employment in industries where they had no prior experience. The findings reveal that spot work lowers the barrier to entry into new industries, facilitating labor transition across industries and creating a “connected workforce.” It also helps improve perceptions of industries where workers have no prior experience.

In this survey, 73.0% answered that “Timee was my first experience working in the industry before transitioning to long-term employment.” This suggests that spot work not only lowers the barrier to entering new industries and creates connected workforce across industries but also facilitates labor transition.

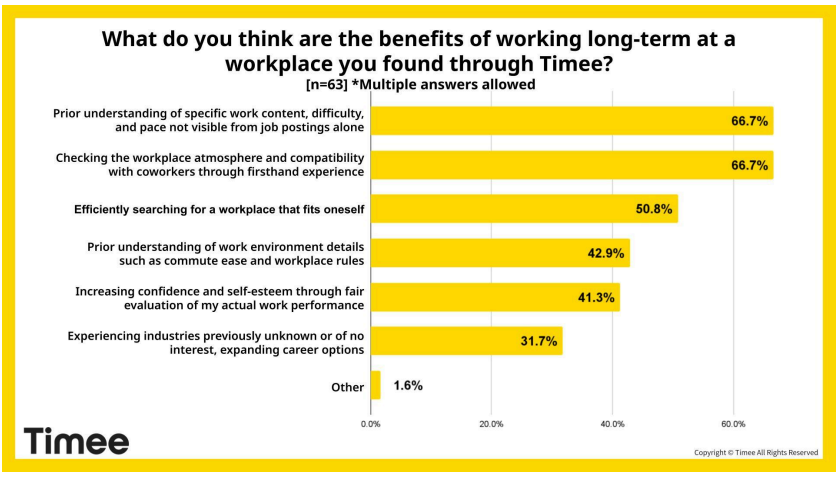


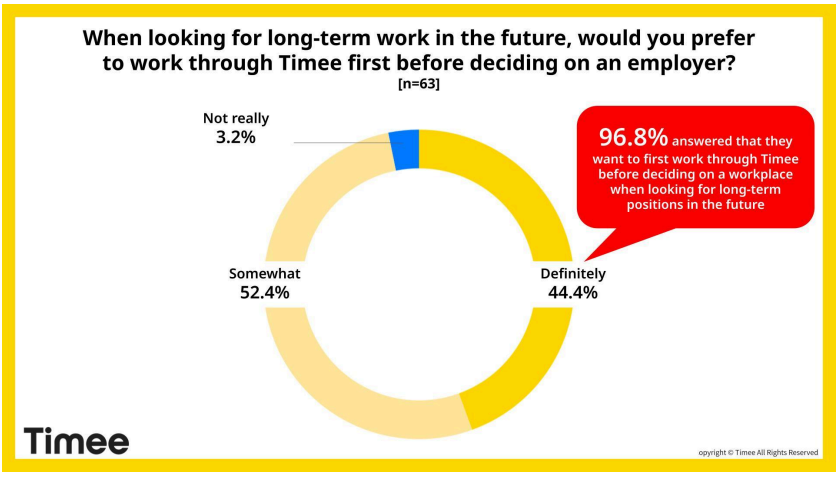
When we asked the respondents about changes in their perception of that industry, the most common answer was “no particular change (34.8%).” However, we also found that their perception of the industry had improved, with responses such as “workplace rules and shift management were more flexible than imagined (26.1%)” and “ physical and mental burden was less than imagined (21.7%).” This suggests that spot work is helping to dispel preconceptions about the industry and serving as a catalyst for long-term employment.



■Benefits of long-term employment through Timee include "prior understanding of work content" (66.7%), "confirming workplace culture fit" (66.7%), and "increasing confidence and self-esteem" (41.3%)

When we asked respondents who secured long-term employment through Timee about the benefits of doing so, the top responses were " prior understanding of specific work content, difficulty, and pace not visible from job postings alone(66.7%)" and " checking the workplace atmosphere and compatibility with coworkers through firsthand experience(66.7%)." Additionally, 41.3% answered "increasing confidence and self-esteem through fair evaluation of my actual work performance." Survey respondents shared comments such as, "I was happy to receive an offer for long-term employment from my workplace," "My skills were evaluated and recognized beyond my own self-assessment," and "I'm glad I could find a job suited to me even without prior experience." Furthermore, 96.8% of respondents answered, "When looking for long-term positions in the future, I want to work through Timee first before deciding on a workplace."

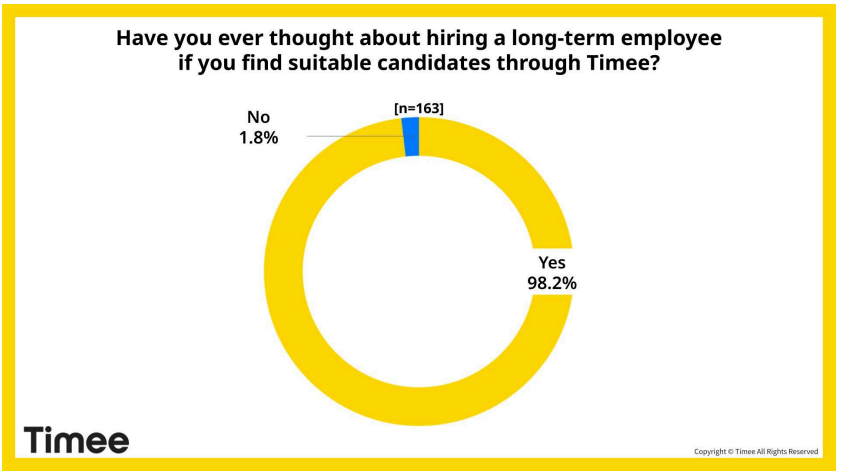


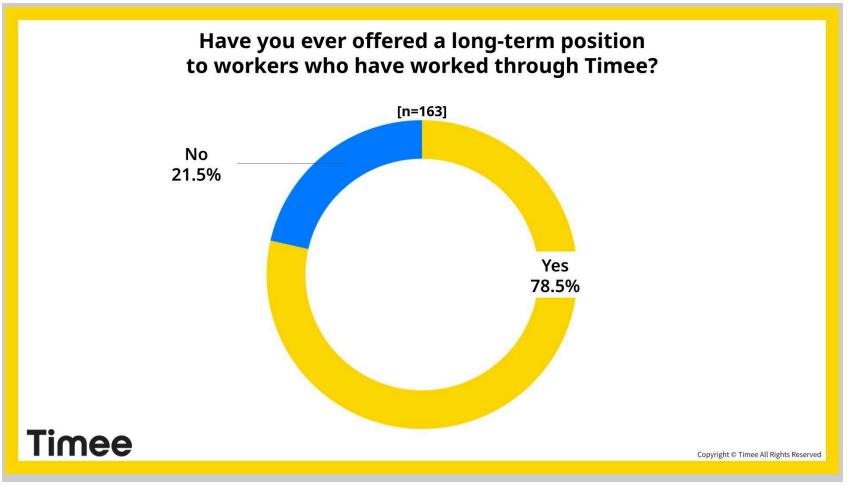


[Survey for Businesses]

■98.2% of businesses expressed an interest in long-term hiring through Timee, highlighting the high demand. Nearly 80% of businesses have approached workers about long-term employment

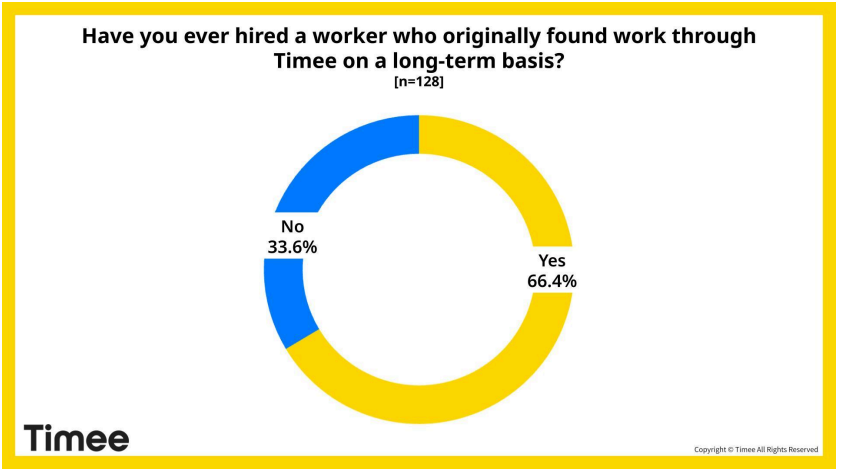
The survey revealed strong demand, with 98.2% of businesses answering that they would like to hire workers on a long-term basis if they found suitable candidates through Timee. Additionally, 78.5% of businesses have approached workers who have worked through Timee about long-term employment.

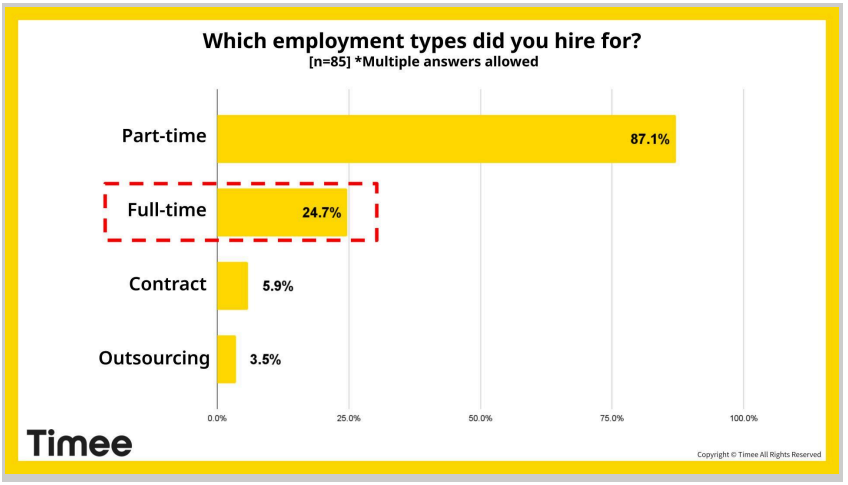




■More than 60% of businesses that approached workers successfully hired them on a long-term basis. There are also cases where this led to full-time employment

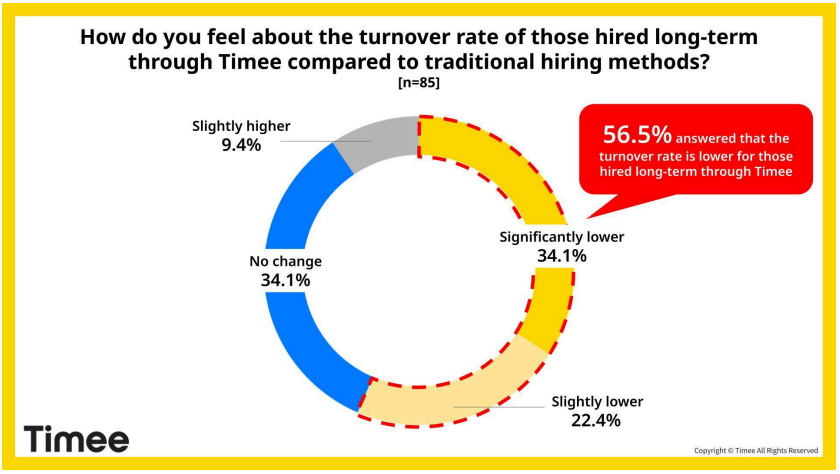
Among businesses that approached spot workers about long-term employment, 66.4% succeeded in hiring them. Furthermore, 24.7% of those businesses went on to hire the spot workers as full-time employees, indicating that spot work, in many cases, leads to full-time employment.

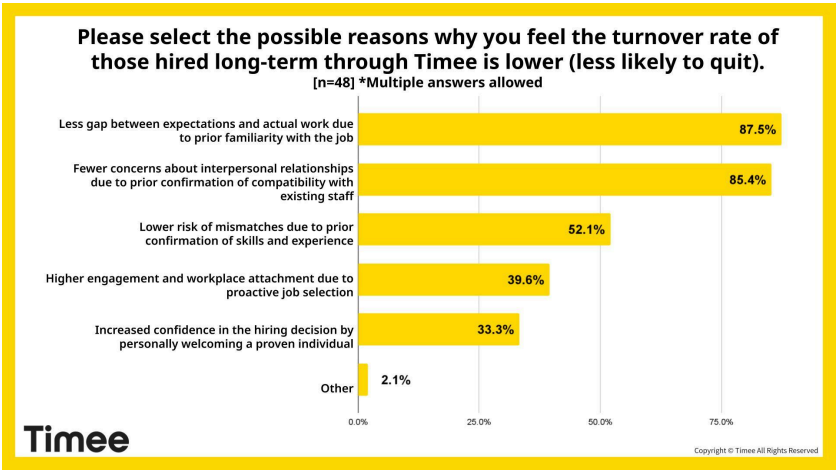




■56.5% of businesses that have hired workers for long-term positions answered that "long-term hiring through Timee results in lower turnover rates." Confirming worker performance and workplace culture fit through spot work helps reduce turnover rates.

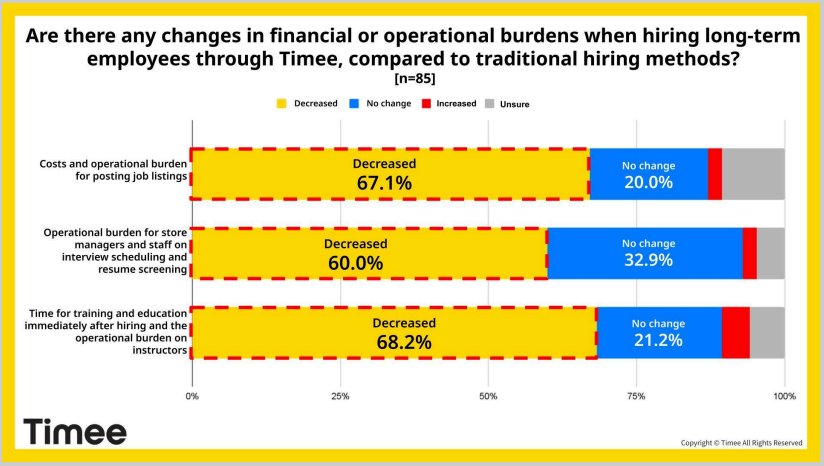
When businesses that have hired long-term employees through Timee were asked to compare turnover rates between traditional hiring methods and long-term hiring through Timee, 56.5% felt that "long-term hiring through Timee results in lower turnover rates (workers are less likely to quit)." The top reasons answered for this were: "less gap between expectations and actual work due to prior familiarity with the job(87.5%)" and "fewer concerns about interpersonal relationships due to prior confirmation of compatibility with existing staff(85.4%)." It is believed that assessing a worker's performance and workplace culture fit in advance through spot work may reduce mismatches and positively influence turnover rates.





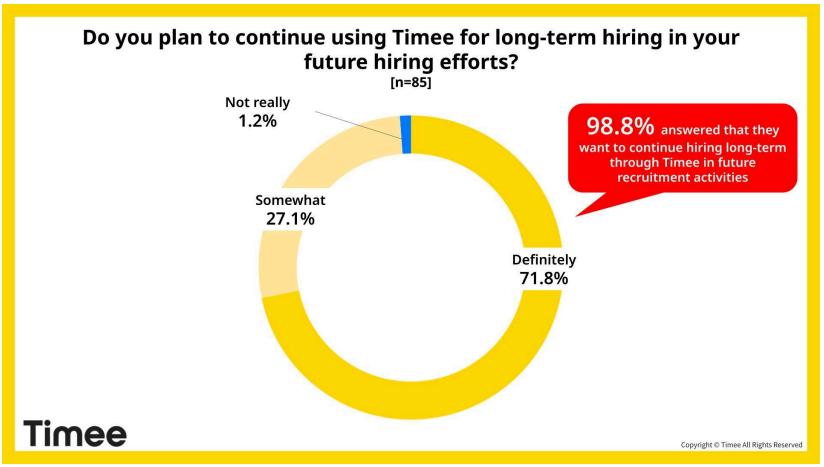
■More than 60% of businesses that hired long-term employees through Timee reported a reduction in financial and operational burdens

When we asked businesses that have hired long-term employees through Timee to compare the financial and operational burdens of traditional hiring methods with those of hiring through Timee, more than 60% reported a reduction in “costs and operational burden for posting job listings,” “operational burden for store managers and staff on interview scheduling and resume screening,” and “time for training and education immediately after hiring and the operational burden on instructors.” This suggests that spot work helps reduce the burden of on-site hiring.



■98.8% of businesses that have hired long-term employees through Timee answered they would like to continue using Timee for future long-term hiring

98.8% of businesses that have successfully hired long-term employees through Timee answered they would like to continue using Timee for future long-term hiring, suggesting that demand will remain high.



Survey Overview

[Survey for Workers]
Title: Survey on Long-Term Employment through Timee
Period: March 3–21, 2026
Participants: 408 workers registered with “Timee” who are interested in long-term employment
Area: All 47 prefectures
Survey Method: Online

[Survey for Businesses]
Title: Survey on Long-Term Hiring through Timee
Period: March 5–10, 2026
Participants: 163 employers using “Timee”
Area: All 47 prefectures
Survey Method: Online

■About Timee

Timee is an “on-demand job platform” that provides a free way to work without restrictions on time or place by matching “time when someone wants to work” with “time when workers are needed” under the tagline “Work in your style". Workers apply for the positions they want and can start working immediately without a resume or interview, and receive compensation right after completing the job. Employers only need to specify the required skills and work hours with a minimum of one hour, and the system will automatically match the worker with a job that meets their requirements. Timee aims to realize a “work-barrier-free” society where people can reach out for “work” that suits them anytime, anywhere, and in any phase of their lives. Through the encounters and experiences gained through “work,” we will expand the possibilities of workers' lives and increase the number of happy hours in the world.

■Company Profile

Established:	August 2017
Representative:	Ryo Ogawa
Location:	35F Shiodome City Center, 1-5-2 Higashi-Shinbashi, Minato-ku, Tokyo
Ticker:	215A
URL:	https://corp.timee.co.jp/en/ir/