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July 30, 2026
Timee, Inc.
(215A Tokyo Stock Exchange Growth Market)

Full-Scale Rollout of "Long-Term Part-Time Hiring Support Plans" Starting August 1, 2026

Timee, Inc. (Headquarters: Minato-ku, Tokyo; President: Ryo Ogawa) hereby announces the full-scale rollout of its new service for business clients, the "Long-Term Part-Time Hiring Support Plans," starting August 1, 2026.

This service creates touchpoints between workers seeking long-term employment and business clients considering long-term part-time recruitment. By engaging in "Pre-baito"—trial work via Timee prior to long-term employment—workers interested in long-term roles gain a deep understanding of the workplace atmosphere and job responsibilities, enabling them to transition into long-term part-time positions with full confidence and mutual satisfaction. For business clients as well, "Pre-baito" allows them to assess compatibility with workers in advance, thereby preventing post-hire mismatches and enabling recruitment with high retention rates.

Leveraging our spot work platform and accumulated vast data, we are expanding solutions into other domains that only Timee can deliver. Through these initiatives, we aim to deliver an experience where workers can receive offers for various work styles simply by working through Timee.

Furthermore, substantial budgets continue to be allocated to job advertising expenses in corporate long-term part-time hiring. With the full-scale rollout of this service, which directly addresses business clients' long-term recruitment needs, we aim to capture job advertising budgets that were previously difficult to access solely through the spot work, while further contributing to solving challenges for both workers and business clients.

Please refer to the attached press release for further details.

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Press Release

July 30, 2026
Timee, Inc.

Timee to Launch Full-Scale Rollout of "Long-Term Part-Time Hiring Support Plans" Starting August 1, 2026 — Creating touchpoints through "Pre-baito" between workers seeking long-term employment and clients looking for long-term part-time hires —

Timee, Inc. (Head Office: Minato-ku, Tokyo; President: Ryo Ogawa; hereinafter “the Company” or "we"), provider of the on-demand job platform "Timee," will fully launch its new service for client companies, the "Long-Term Part-Time Hiring Support Plans," effective August 1, 2026.
This service is offered to business clients using Timee to support the creation of touchpoints between workers seeking long-term employment and business clients looking for long-term hires. Business clients subscribed to this service will gain access to various features that enable long-term part-time hiring through "Pre-baito (trial work via Timee prior to long-term employment)."

Background Behind the Development of "Long-Term Part-Time Hiring Support Plans"

Under our mission of "Building infrastructure for expanding life’s possibilities through work," we launched the Timee service in 2018. Since then, we have connected workers seeking employment with business clients in need of personnel through spot work. In recent years, in addition to being used for single-shift spot work, the platform is increasingly being used to "search for long-term workplaces" or "find long-term staff."
On the worker side, driven by the desire to "test-work first to check the workplace atmosphere before joining," a trend known as "Pre-baito"—where workers engage in spot work before searching for long-term part-time positions—is expanding, particularly among younger generations. In fact, based on work-style preference registrations on the Timee app, more than 1.2 million workers have expressed interest in long-term part-time employment(*1).
On the client side, among businesses facing hiring challenges, expectations for Timee as a new recruitment method are rising due to its strong candidate-attraction capabilities. In fact, 98.2% of business clients indicate that they would like to hire workers for long-term roles if they find suitable talent through Timee(*2).
In response to these growing needs and challenges from both workers and business clients, we have developed the "Long-Term Part-Time Hiring Support Plans" as a dedicated service to support long-term part-time recruitment.

*1 Registered count as of July 2026 (n=4,615,685)
*2 Press Release published on April 13, 2026: "More than 70% of long-term hires through Timee are moving into industries with no prior experience. Spot work accelerates labor transitions"

About the "Long-Term Part-Time Hiring Support Plans"

Achieving mismatch-free long-term part-time hiring based on mutual understanding through "Pre-baito"

The "Long-Term Part-Time Hiring Support Plans" are designed to create touchpoints between workers seeking long-term employment and business clients looking for long-term hires.
In conventional part-time recruitment, the standard process typically involves job seekers applying, interviewing, and then beginning work on-site. In contrast, under these plans, workers interested in

long-term part-time positions can first experience working on-site through "Pre-baito" via Timee. This enables them to gain a clear understanding of the workplace atmosphere and job responsibilities, allowing them to transition into long-term part-time roles with full confidence. For business clients as well, "Pre-baito" allows them to assess compatibility with workers in advance, making it possible to achieve mismatch-free long-term part-time recruitment.

STEP 1: Registering Work-Style Preference

- Workers: Workers interested in long-term part-time employment select the "Long-Term Part-Time" option within the Timee app.
- Business Clients: This enables business clients to easily connect with workers who have expressed interest in long-term part-time roles.

STEP 2: Publishing "Pre-baito" Job Postings to Candidates Interested in Long-Term Roles

- Business Clients: Business clients publish "Pre-baito" job postings targeted at workers interested in long-term part-time positions.
- Workers: Workers interested in long-term employment match with jobs that meet their desired conditions from among these postings.

STEP 3: Building Mutual Understanding Through "Pre-baito"

- Workers: Workers interested in long-term roles assess the workplace atmosphere and job responsibilities first-hand.
- Business Clients: Business clients evaluate the worker’s performance and compatibility with the workplace and job role.

STEP 4: Confirming Interest at Specific Stores via Post-Shift Survey

- Workers: Upon completing a shift, if workers wish to continue working at the location, they select "Interested in long-term part-time work" in the post-shift survey.
- Business Clients: Business clients can review survey results to identify workers who express interest in long-term part-time employment at their store.

STEP 5: Approaching Candidates Interested in Long-Term Employment

- Business Clients: Based on the survey results, business clients can send direct messages and proactively reach out to candidates who expressed interest in long-term employment at their location.

STEP 6: Hiring for Long-Term Part-Time Roles Upon Mutual Agreement

- Workers & Clients: If the worker is interested in the business client’s outreach, they apply for the long-term part-time position. Following the application, once both parties reach a mutual agreement, long-term part-time employment officially commences.

Providing Features to Business Clients to Enable Long-Term Part-Time Hiring via "Pre-baito"

This service is offered to business clients using Timee. Business clients subscribed to these plans will gain access to features including(*3):

- Publishing "Pre-baito" job postings targeted at workers interested in long-term part-time employment
  - This feature enables business clients to publish "Pre-baito" job postings targeted at workers who have registered an interest in long-term part-time employment via their work-style preferences on the Timee app, creating initial touchpoints between both parties.
- Collecting surveys on long-term employment intent from workers who completed "Pre-baito" shifts
  - Upon shift completion, surveys are collected from workers who finished their "Pre-baito" shifts to confirm their interest in long-term part-time employment at that specific location. Business clients can then directly approach workers who express interest in long-term employment based on the survey results.

*3 Features available under this service vary depending on the subscribed plans. For details, please contact our sales representative.

Three Plan Options

Under this service, business clients can select from three plans aligned with their specific objectives for building relationships with workers. Subscribed business clients pay a monthly fee for access to these features.

- Plans Offered:
  - Light Plan -Approach-
    - Enables business clients to reach out to workers interested in long-term part-time employment with whom they have already established touchpoints through spot work.
  - Light Plan -Connect-
    - Enables business clients to expand touchpoints by publishing "Pre-baito" job postings targeted at workers interested in long-term employment.
  - Basic Plan
    - Provides seamless end-to-end management, covering everything from initial outreach and touchpoint creation to recruitment management.

- Target: Business clients using Timee
- Pricing: Monthly fee starting from ¥20,000(*4)
- Details: https://timee.co.jp/business/long-term/

*4 Fees are set according to the plans, the number of target workers, and the business scale. For details, please contact our sales representative.

What the "Long-Term Part-Time Hiring Support Plans" Can Achieve

Creating Touchpoints Between Stores Facing Recruitment Challenges and Workers Seeking Long-Term Part-Time Employment

In locations such as urban transit hubs or rural suburban areas, relying solely on conventional recruitment methods can lead to an imbalance in hiring opportunities, as applications often concentrate heavily on a small number of popular job postings. Timee features a mechanism where job matching is established on a first-come, first-served basis, making it easier to build touchpoints with a diverse pool of workers.
By using this feature, business clients can publish "Pre-baito" job postings targeted at workers interested in long-term part-time employment, so even stores that previously struggled to secure candidates can expand their opportunities to establish touchpoints with prospective hires.

Reducing Mismatches and Early Turnover Through Mutual Understanding via "Pre-baito"

Through "Pre-baito," workers can evaluate long-term employment opportunities after directly experiencing the workplace atmosphere, job responsibilities, and team dynamics. For business clients, evaluating actual work performance before making a hiring decision is expected to help reduce post-hire mismatches and early turnover.
In fact, we have received positive feedback from workers who transitioned into long-term employment through Timee:

- *"By first trying out the job through Timee, I was able to learn about the job content, workplace atmosphere, and interpersonal relationships. This allowed me to determine whether the workplace was the right fit for me and begin working with peace of mind."*
  — Female worker, 40s, Chiba Prefecture
- *“Because I was able to gain a prior understanding of the job duties and workplace environment through Timee before starting long-term employment, I was able to begin work with far greater confidence and satisfaction than with conventional methods."*
  — Male worker, 20s, Tokyo

Case Studies of Early Adopters of the "Long-Term Part-Time Hiring Support Plans"

Client: Ikka Dining Project., Ltd.
Business: Izakaya (Japanese Pub) Operations

Challenges

- Urban stores: Attracting applicants through conventional recruitment methods was difficult, resulting in constant reliance on support from full-time employees and staff from other locations.
- Suburban stores: Amid chronic labor shortages, securing personnel during emergencies was difficult due to the lack of nearby affiliated stores.
- Selection process: Evaluating candidates' actual work performance and cultural fit with the store was challenging within the limited timeframe of conventional interviews.

Results & Impact

- Successfully hired a total of 14 long-term part-time staff across multiple urban and suburban stores.
- Prevented mismatches in advance by evaluating the store atmosphere and compatibility with existing staff through "Pre-baito".
- Overcame chronic staffing shortages, establishing a framework where each store can operate autonomously without relying on help from other locations.

Client: SHiDAX Food Services, Inc.
Business: Food Service and Cafeteria Operations

Challenges

- Industry characteristics: Due to the nature of food service and cafeteria operations, conveying on-site expertise and workplace appeal to external candidates was difficult, making it challenging to establish touchpoints via conventional recruitment methods.
- Urgent priority: Balancing stable staffing and operational optimization while minimizing post-hire mismatches was an urgent necessity.

Results & Impact

- Utilized "Pre-baito" as a platform for candidates to gain a clear understanding of on-site expertise and the workplace environment.
- Promoted the retention of job-ready talent aligned with daily operations through attentive communication during shifts.
- Deepened mutual understanding through spot work even in hard-to-hire locations and time slots, resulting in a total of 24 long-term part-time hires across multiple operational bases.

Ryo Ogawa, President of Timee, Inc.

Under our mission of "Building infrastructure for expanding life’s possibilities through work," Timee has connected workers seeking employment with business clients in need of personnel through spot work. Amid these efforts, a new trend in job seeking is emerging: "Pre-baito," where workers first experience working on-site and transition to long-term employment with full confidence and mutual satisfaction.
With these "Pre-baito" experiences as a starting point, the "Long-Term Part-Time Hiring Support Plans" facilitate touchpoints between workers seeking long-term employment and business clients seeking long-term hires.
Going forward, with spot work as the entry point, Timee will continue to offer opportunities that enable workers to find workplaces and work styles that suit them, opening doors to a wide array of options based on their aspirations.

■Corporate Profile

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