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To whom it may concern

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Frequently Asked Questions and Answers (May 2026)

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. There is a movement among major restaurant chains to develop their own in-house spot work platforms. How do you see this affecting your business?

There will be no substantial impact on our business.

The biggest reason is the fill rate (whether labor can be secured).

Spot work is not something where you can easily secure labor just by introducing a system.

As a business model with a first mover advantage-driven approach based on network effects, the high fill rate generated by our overwhelming user base and our expertise in meticulous marketing and product improvement create an entry barrier that is difficult for not only competitors but also in-house platforms to overcome.

Furthermore, we speculate that securing labor will become even more difficult for in-house platforms limited to job openings within a specific company or group, as they offer fewer job options and are less convenient for workers.

While the primary reason companies consider building their own in-house spot work platforms is "cost reduction," this has been one of the most critical challenges we have been addressing continuously.

Currently, we are strengthening our relationship-building with client management across various industries and explaining how to maximize cost-effectiveness by appropriately utilizing spot work.

Even in the food industry, we are confident that the appropriate use of spot work will be a powerful management tool to increase sales by preventing opportunity losses due to labor shortage while optimizing the outsourcing labor cost ratio.

Q2. What is the impact on your business of the temporary suspension of new acceptance for the "Specified Skilled Worker" residency status in the food industry?

The impact on our business will be positive.

In addition to the growth in alternative demand for spot work to fill gaps at locations that had planned to hire foreign workers, we believe this will accelerate a fundamental shift toward greater management flexibility by converting labor costs—which tend to become fixed—into variable costs through spot work.

On the other hand, we do not view this situation as likely to result in a sudden increase in net sales due to temporary special demand, but rather as an opportunity to expand our earnings base over the medium- to long-term.

We will accurately capture the surfacing needs of the field and link them to net sales growth in the food industry.

【Frequently Asked Questions and Answers (Past FAQs)】

Please refer to the following website.

<https://timee.notion.site/ir-faq-en>