



Consolidated Financial Results for FY2025 Q1

PERSOL HOLDINGS CO., LTD.

August 8, 2025

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PERSOL HOLDINGS CO., LTD.

Held from 16:00 to 16:45 on Friday, August 8, 2025

Script of Financial Results Presentation for the 1st Quarter of FY2025

Highlights

1 Summary of FY2025 Q1

- Revenue was 373.6 billion yen (+3.6% year on year), adjusted EBITDA was 21.7 billion yen (-5.1%) and operating profit was 15.4 billion yen (-9.2%)
- Adjusted EBITDA made 25.2% of progress toward the full-year financial forecast

2 Topics

- Held IR day and announced results of utilization of technology under Mid-term Management Plan and future direction
- Selected for the first time for FTSE Blossom Japan Index and FTSE4Good Index Series
- Joined the "Valuable 500," an international initiative driving the inclusion of people with disabilities in society

Notes regarding these materials

*1 FY2024 is the fiscal year ended March 31, 2025, and FY2025 is the fiscal year ending March 31, 2026.

*2 "Profit" indicates the amount of profit attributable to owner of parent.

*3 SBU: Strategic Business Unit, FU: Function Unit

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[President and CEO Wada]

Hello, I am Wada, CEO of PERSOL HOLDINGS. Thank you very much for joining us today.

I have two points I would like to convey to you today. The first is the summary of FY2025 Q1 financial results. The second is PERSOL Group's Topics.

Let me start with the financial results. Revenue was 373.6 billion yen. Adjusted EBITDA was 21.7 billion yen. Operating profit was 15.4 billion yen. Compared to the full year forecast, adjusted EBITDA progress rate was 25.2%. We are progressing in line with the plan.

The second is Topics. We held an IR day, which I will explain about later. Also, we were selected for two FTSE indices, which I will also communicate to you more about later. I would also like to report that we joined the "Valuable 500," an international initiative driving the inclusion of people with disabilities in society.

I will now ask CFO Tokunaga to brief you on the summary of the consolidated financial results.

Summary of the Consolidated Financial Results for FY2025 Q1

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[CFO Tokunaga]

Hello, I'm Tokunaga, CFO.

I will present the summary of the consolidated financial results, results of each SBUs and the progress of the current KPIs.

FY2025 Q1 Summary (Consolidated)

Profits were mostly on track for the full-year forecasts.

Adjusted EBITDA progress rate is 25.2%, which is going well.

(Million yen)	FY2024 Q1 results	FY2025 Q1 results	YoY	Full-year forecasts	(Progress rate)
Revenue	360,814	373,669	3.6%	1,540,000	(24.3%)
Gross profit	84,111	86,464	2.8%	-	-
Operating profit	16,966	15,400	-9.2%	66,000	(23.3%)
OP margin	4.7%	4.1%	-0.6pt	4.3%	-
Adjusted EBITDA	22,944	21,777	-5.1%	86,500	(25.2%)
Adjusted EBITDA margin	6.4%	5.8%	-0.6pt	5.6%	-
Profit*	12,952	10,662	-17.7%	41,000	(26.0%)
Adjusted profit*	15,137	12,780	-15.6%	45,500	(28.1%)
EPS (Yen)	5.72	4.86	-15.0%	18.37	(26.5%)
Adjusted EPS (Yen)	6.63	5.76	-13.1%	20.39	(28.3%)

* FY2024 Q1 results recorded corporation tax refund of 1.3 billion yen at Programmed in Australia

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First is the summary of consolidated financial results. As was explained by CEO Wada earlier, we disclosed our IFRS based full year operating profit forecast of 66 billion yen and adjusted EBITDA forecast of 86.5 billion yen at the beginning of this fiscal year in May and made a good progress towards achieving them in Q1. Revenue increased 3.6% yoy to 373.6 billion yen. Operating profit declined 9.2% yoy to 15.4 billion yen, adjusted EBITDA also declined 5.1% to 21.7 billion yen. All were roughly in line with our forecast we announced at the beginning of the fiscal year.

Australia's Programmed received 1.3 billion yen of tax returns in Q1 of last fiscal year, which caused a decline in profit yoy this quarter by 17.7% to 10.6 billion yen. However, the progress rate was 26% and is in line with our plan.

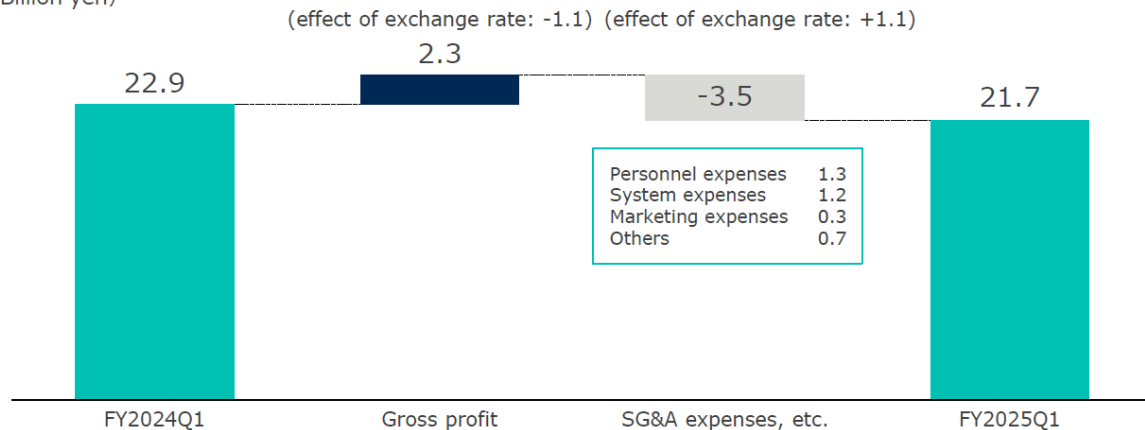
FY2025 Q1 Analysis of Increase/Decrease in Adjusted EBITDA (YoY)



Gross profit increased steadily.

Adjusted EBITDA is pushed down slightly by temporary factors*.

(Billion yen)



* Temporary factors: A difference of 0.6 billion yen in subsidies recorded in the Asia Pacific SBU compared to the same period of the previous fiscal year, and system renewal costs of 0.5 billion yen.

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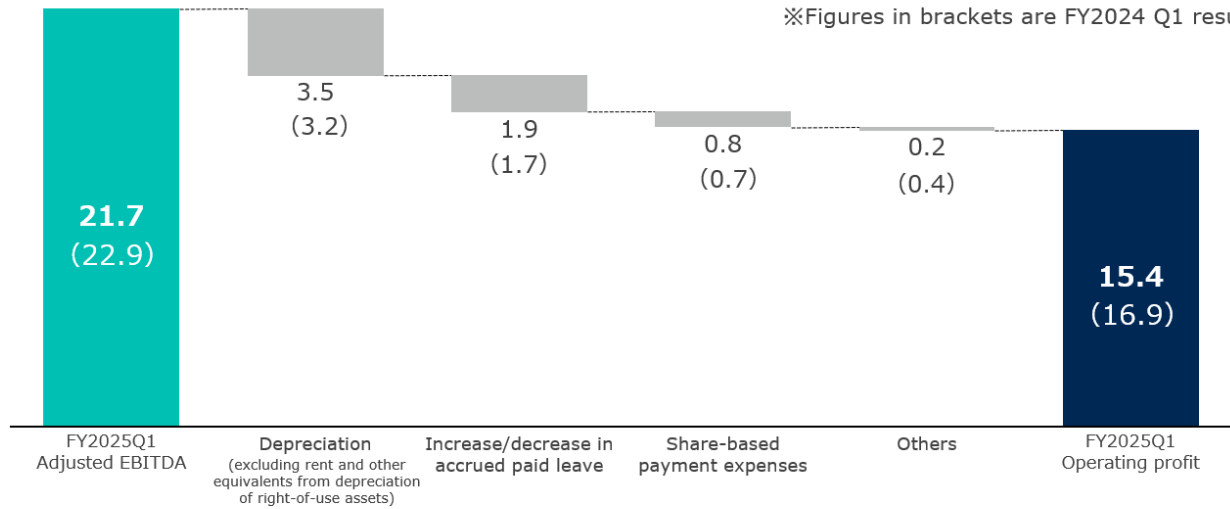
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This is a slide on FY2025 Q1 analysis of yoy change in Adjusted EBITDA. Gross profit increased 2.3 billion yen partly due to the impact of exchange rate. SG&A increased 3.5 billion yen, partly due to the impact of exchange rate. As a result, adjusted EBITDA decreased 1.2 billion yen yoy to 21.7 billion yen. SG&A increased because of increase in personnel expenses by 1.3 billion yen as described, partially as a result of increase in wages. As for system investment, it was not that a specific SBU had an extraordinary spending but because each SBU and Holdings are making system investment, it increased by 1.2 billion yen.

FY2025 Q1 Adjusted EBITDA vs Operating Profit

(Billion yen)

※Figures in brackets are FY2024 Q1 results



* Adjusted EBITDA: operating profit + depreciation (excluding rent and other equivalents from depreciation of right-of-use assets) + (-) Increase/decrease in accrued paid leave + share-based payment expenses - (+) other income/expenses - (+) other non-recurring profit/loss

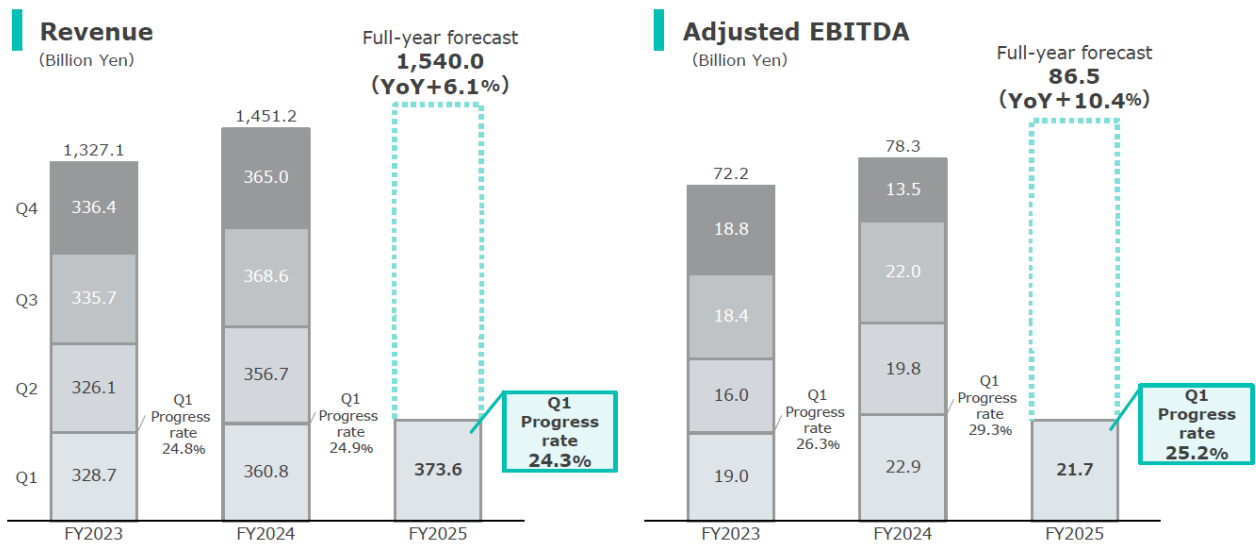
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Next slide shows the change from adjusted EBITDA to operating profit. There are no major differences in the trend compared to last year. Major factors of yoy change are depreciation cost, increase/decrease in accrued paid leave, and share-based payment expenses. Each of them increased slightly.

Changes in Revenue and Adjusted EBITDA

Q1 progressed almost as planned, with adjusted EBITDA growth of 10% on track to meet full-year earnings forecasts.



This slide shows the progress towards full year revenue forecast of 1 trillion 540 billion yen and full year adjusted EBITDA forecast of 86.5 billion yen. Progress rate of revenue in Q1 was 24.3%, which is as usual. For the progress of adjusted EBITDA, compared to the last year's 29.3% or that of two years ago at 26.3%, it looks a bit slower, but it is roughly as planned at 25.2%. We believe we will be able to achieve full year adjusted EBITDA forecast of 86.5 billion yen and operating profit forecast of 66 billion yen sufficiently.

(Reference) FY2025 Q1 Progress Rate by SBU

(Billion yen)	Revenue			Adjusted EBITDA			Operating Profit		
	FY2025 Q1	Full-year Forecast	Progress rate	FY2025 Q1	Full-year Forecast	Progress rate	FY2025 Q1	Full-year Forecast	Progress rate
Consolidated	373.6	1,540.0	24.3%	21.7	86.5	25.2%	15.4	66.0	23.3%
Staffing	153.0	618.0	24.8%	10.2	34.2	30.0%	8.8	29.7	29.8%
BPO	33.9	147.0	23.1%	1.2	10.0	12.7%	0.3	7.9	4.1%
Technology	29.2	129.0	22.7%	0.8	10.0	8.7%	0.1	8.3	1.5%
Career	39.3	155.0	25.4%	10.4	34.1	30.6%	9.0	28.5	31.9%
Asia Pacific	115.4	482.0	23.9%	2.1	11.0	19.1%	1.2	7.8	15.9%
Others	13.3	59.0	22.6%	-0.9	-1.8	-	-1.6	-2.3	-
Adjusted	-10.7	-50.0	-	-2.2	-11.0	-	-2.6	-13.9	-

* Exchange rates/ [AUD] FY2025 Q1: 92.6 yen, FY2025 initial forecast: 95.0 yen

This slide shows the progress rate of revenue, adjusted EBITDA, and operating profit by SBU for Q1. As you can see, Staffing and Career SBUs progress rate exceeded 30% in Q1 since they tend to be skewed towards Q1. On the other hand, for BPO and Technology SBUs, progress rates look slow at 12% and 8% respectively. However, they tend to have profit skewed towards the latter part of the fiscal year. We thus believe full year EBITDA forecast of 10 billion yen respectively are achievable.

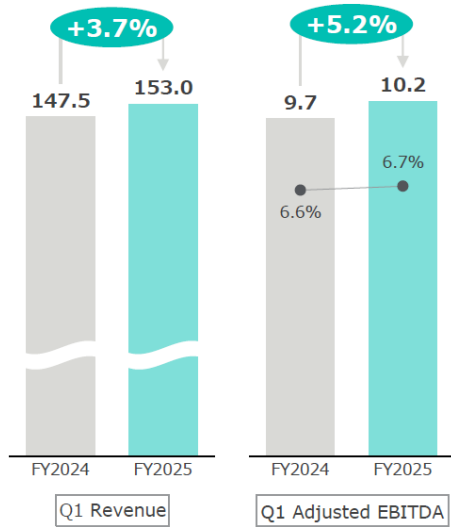
Financial Results by SBU for FY2025 Q1

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Next, I will explain the financial results by SBU and the latest KPIs.

Staffing SBU (P/L Analysis)

(Billion Yen)



● Adjusted EBITDA margin

* Some businesses of Staffing SBU were transferred to Others in April 2025, and figures for FY2024 were revised retroactively. Accordingly, the analysis of increase/decrease in revenue for FY2025 Q1 compares the revised figures for FY2024 Q1.

Revenue

- No. of active staff achieved stable growth and the charge price progressed as expected.
- Revenue from the placement business increased 9.3% YoY, having continued its strength from the previous fiscal year.

■ Analysis of increase/decrease in revenue (YoY)

Unit : %	FY2024				FY2025
	Q1	Q2	Q3	Q4	Q1
No. of active staff	+3.1	+3.0	+2.6	+2.1	+2.2
Charge price	+2.0	+1.9	+1.9	+1.9	+2.1
No. of operating days	0.0	0.0	+1.6	-1.7	0.0
Working hours	-0.6	-0.2	-1.2	+0.7	-0.7

* The definitions of each KPI are listed in page 22.

Adjusted EBITDA

- Profit grew due to the effect of increased revenue and growth in the highly profitable placement business.

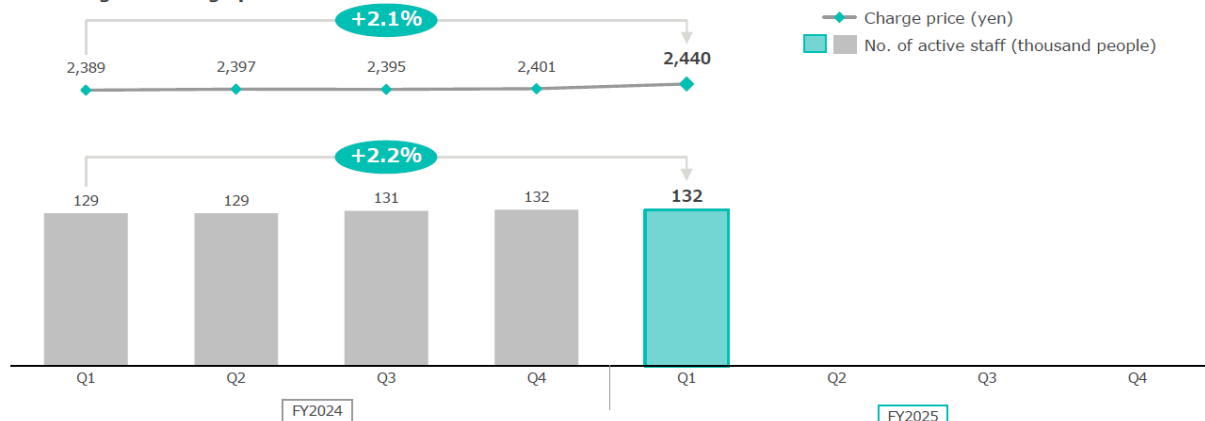
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Let me start with our core Staffing SBU. Revenue increased 3.7%, which may be a bit weak compared to the growth rate indicated at the beginning of the fiscal year, but as the table on the right shows, number of active staffs increased 2.2%, charge price increased 2.1%, growing stably. As for the placement business, which is a part of Staffing SBU, revenue increased 9.3% yoy, having continued its strengths from the previous fiscal year. We are expecting circa 10% growth for the placement business in Staffing SBU from Q2 onwards as well.

Staffing SBU (Changes in Charge Price and No. of Active Staff)

■ Changes in charge price and no. of active staff



■ No. of operating days (day)

FY2024				FY2025			
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
62	59	62	57	62	59	60	58

* Some businesses of Staffing SBU were transferred to Others in April 2025. No. of active staff and charge price were corrected retroactively to reflect the transfer.
 * Reflecting the revision of the aggregation method of charge price in FY2025, figures have been corrected retroactively.

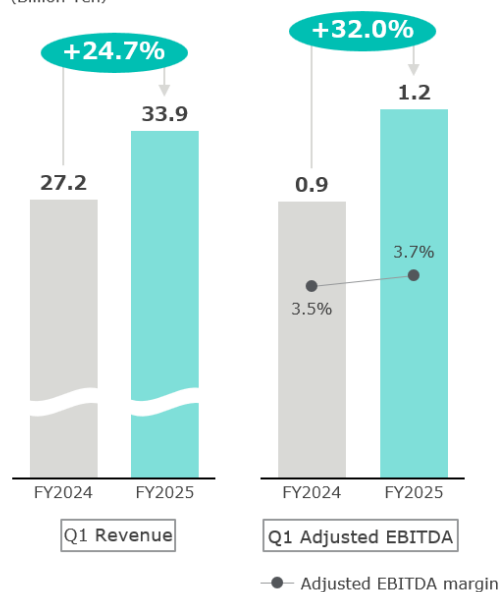
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Since I explained about the KPIs for Staffing SBU already, I would like to skip this slide.

BPO SBU (P/L Analysis)

(Billion Yen)



Revenue

- Organic^{*1} revenue increased 5.2% YoY as planned.
- Revenue increased significantly, partly reflecting the contribution of M&A of CSL^{*2} (+5.8 billion yen)

■ Breakdown of revenue

(Billion yen)	FY2024				FY2025
	Q1	Q2	Q3	Q4	Q1
Revenue	27.2	27.3	28.8	33.8	33.9
Organic ^{*1}	26.7	26.8	28.8	29.7	28.1
Organic YoY	+14.2%	+8.8%	+13.1%	+9.0%	+5.2%
COVID-19	0.4	0.4	-	-	-
CSL ^{*2}	-	-	-	4.0	5.8

Adjusted EBITDA

- Contribution of M&A of CSL^{*2}: +0.4 billion yen
- Impact of COVID-19-related project: -0.16 billion yen (FY2024 Q1: 0.16 billion yen, FY2025 Q1: -)

^{*1} Organic: Excluding revenue from COVID-19-related projects and revenue from CSL, which was acquired through M&A in February 2025

^{*2} CSL: PERSOL COMMUNICATION SERVICES LIMITED (former Fujitsu Communication Services Limited)

^{*3} From FY2024 Q2, some businesses were transferred from the BPO SBU to the Technology SBU (no retroactive adjustments).

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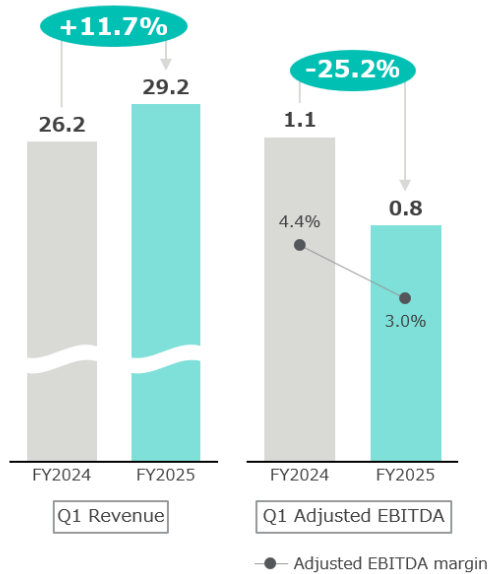
Next is BPO SBU.

As a result of acquisition of CSL (PERSOL COMMUNICATION SERVICES LIMITED (former Fujitsu Communication Services Limited)) in February this year, revenue increased 24.7%. To be specific, CSL contributed to increase in revenue by 5.8 billion yen yoy. For adjusted EBITDA, CSL contributed 0.4 billion yen. This year, we no longer have the impact of COVID-19-related project, which contributed 0.16 billion yen to profit in Q1 of last fiscal year.

Organic revenue is defined as revenue excluding CSL and COVID-19-related project, and it increased 5.2% yoy. Last fiscal year, we transferred some of the businesses that were a part of BPO to Technology SBU, therefore, if we compare apple to apple, meaning before the transfer of the businesses, revenue grew circa 8%.

Technology SBU (P/L Analysis)

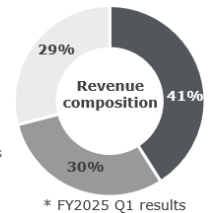
(Billion Yen)



Revenue

- IT/DX Solutions: Revenue increased due to an increase in the no. of engineers
- Engineering: Revenue increased due to increases in the no. of engineers and average sales per unit
- Registered temporary staffing/Freelancers: Increase in billing rates contributes to increased revenue
- Turnover rate remained almost as forecast.

- IT/DX Solutions
- Engineering
- Registered temporary staffing/Freelancers



Adjusted EBITDA

- Operating rate declined temporarily due to an increase in the number of new graduate hires (an increase of 97 persons YoY; up 15.5% YoY).
- Profit decreased because of response to the delay in some intra-group projects.

* From FY2024 Q2, some businesses were transferred from the BPO SBU to the Technology SBU (no retroactive adjustments).

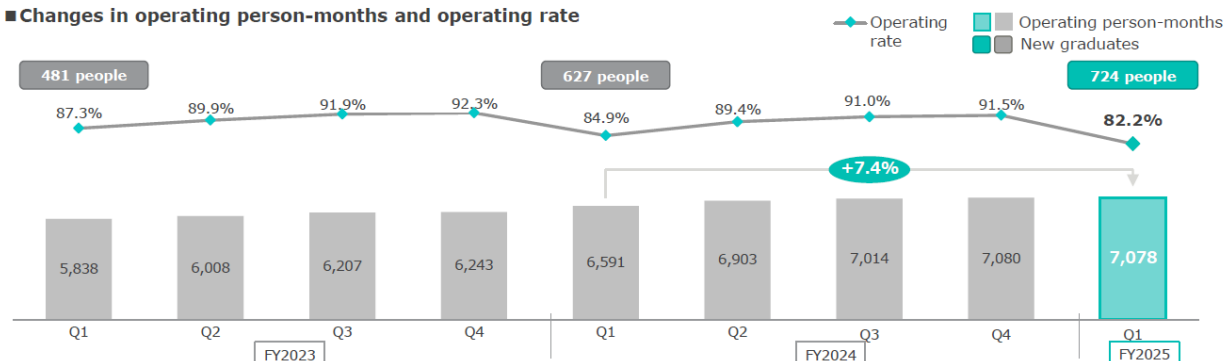
Next is the third SBU, Technology SBU.

Revenue grew circa 12% performing favorably. I will touch on the KPIs later, but the number of engineers increased and average sales per unit also increased steadily.

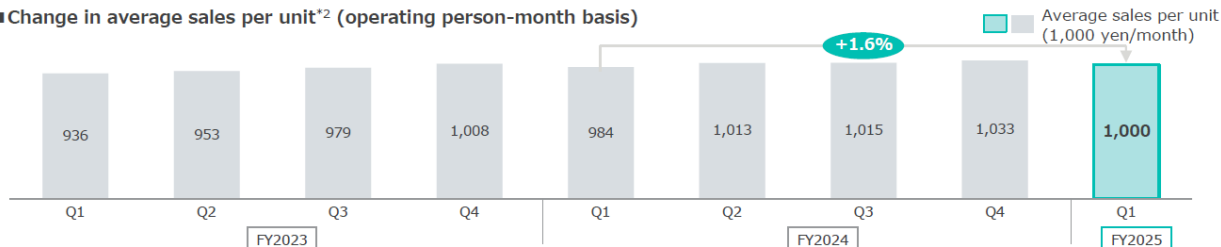
On the other hand, as is described on the right, adjusted EBITDA decreased due to increase in new graduate hires of 97, or almost 100 persons, pushing up cost of sales. Although it does not have much impact on the consolidated results since it is an intra group transaction, there are some delays in system developments, which pushed down adjusted EBITDA from 1.1 billion yen last fiscal year to 0.8 billion yen this fiscal year.

Technology SBU (Changes in Operating Person-Months, Operating Rate and Average Sales per Unit)

■ Changes in operating person-months and operating rate



■ Change in average sales per unit*2 (operating person-month basis)



*1 Calculated each KPI for in-house employees only *2 Average sales per unit = sales / operating person-months, including business partners

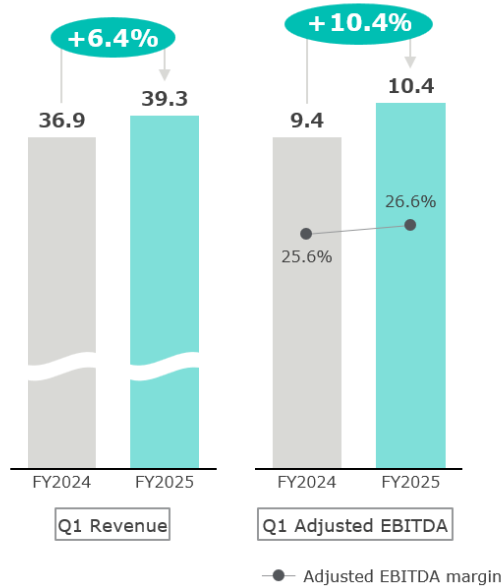
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Now, I will explain the KPIs of Technology SBU.

Number of engineers were 6,591 in Q1 last fiscal year and it increased 7.4% to 7,078 people. We have been able to steadily grow the number of engineers. Please take a look at the graph at the bottom. Average sales per unit increased 1.6% from 984 thousand yen to 1 million yen. Please keep in mind that this number represents regular employee engineers, excluding registered engineers.

Career SBU (P/L Analysis)

(Billion Yen)



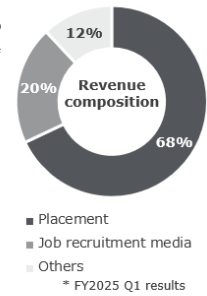
Revenue

- Revenue increased, driven by job recruitment media.
- The business environment for placement remains unchanged from the initial forecast.
 - Regarding the majority group*, both companies and individuals were continuously cautious.
 - The high-income group* continued its high rate of growth.

* Majority group: Job seekers with an average annual income range of 4 to 6 million yen
 High-income group: Job seekers with an average annual income range of more than 6 million yen

■ Increase/decrease in revenue (YoY)

Unit : %	FY2024				FY2025
	Q1	Q2	Q3	Q4	Q1
Placement	+14.3	+11.6	+8.0	+7.2	+4.2
Job recruitment media	+13.0	+12.4	+8.8	+10.6	+7.6



Adjusted EBITDA

- Marketing investment was implemented aggressively as planned.
- Increased profits through control of personnel and other expenses.

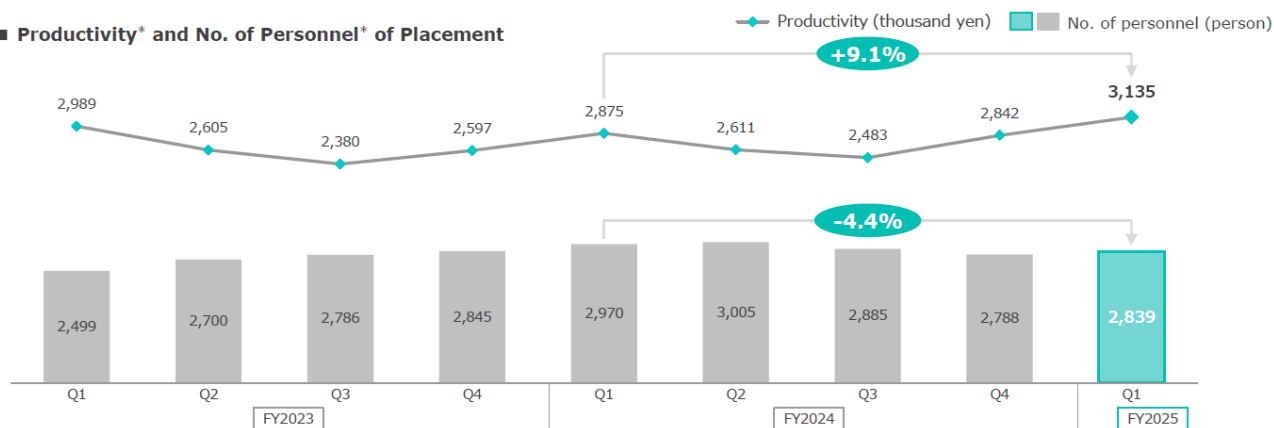
This is a slide on Career SBU.

Revenue increased 6.4%. We have the breakdown shown on the right. Placement increased 4.2% yoy and job recruitment media increased 7.6%. At the beginning of the fiscal year, we expected high-income group to continue its high growth rate. On the other hand, for majority group, we assessed both companies and individuals to continue to remain cautious. We recognize that the market environment has not changed from our assessment.

Career SBU (Productivity and No. of Personnel of Placement)



■ Productivity* and No. of Personnel* of Placement



■ YoY Changes

Unit: %	FY2023				FY2024				FY2025
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1
Productivity	-	-	-	-	-3.8	+0.2	+4.3	+9.4	+9.1
No. of personnel	-	-	-	-	+18.8	+11.3	+3.5	-2.0	-4.4

* Productivity: Monthly average sales in the overall placement business / No. of personnel

* No. of personnel: Total number of front-line personnel in the overall placement business (average at the beginning of each month)

* From FY2025, the scope of data collection for the placement business has been expanded from the main services to all services. As a result, past figures have been retroactively revised.

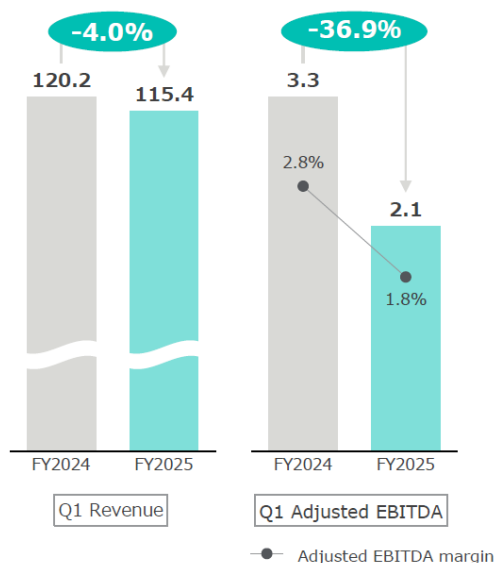
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As for KPIs, the number of consultants decreased 4.4% yoy to around 2,800 persons. Our strategy regarding consultants is to maintain the current level of 2,800-3,000. We do not intend to increase them significantly. As the line graph above shows, we would like to constantly enhance productivity of consultants by promoting DX and in the future, by utilizing AI more. We improved productivity by 9.1%, making good progress.

Asia Pacific SBU (P/L Analysis)

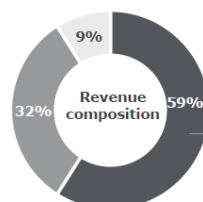
(Billion Yen)



*Exchange rates [AUD] FY2024 Q1: 102.7 yen, FY2025 Q1: 92.6 yen

Revenue

- 4.9% revenue increase (excluding exchange rate impact of -10.6 billion yen)
- Facility management business performing well, while placement sluggish



- Staffing
- Facility management
- Others

Breakdown by sub-segment of Staffing

Temporary staffing:	Placement:	Others:
94%	3%	3%

* FY2025Q1 results

Adjusted EBITDA

- Among system renewals, on which approx. 2.0 billion yen is planned to be spent annually, those worth 0.5 billion yen were implemented in Q1.
- A one-time subsidy difference of 0.6 billion yen (0.7 billion yen in FY2024 and 0.1 billion yen in FY2025) affected the year-on-year decrease in profit.
- Impact of exchange rate: -0.1 billion yen

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The last SBU is Asia Pacific SBU.

Despite revenue increase of circa 5% on a local currency basis, Australian dollar is currently weakening, and yoy revenue decreased 4% in Japanese yen. Looking at each of the business, facility management business in Australia continued to perform well. We expect growth rate exceeding 10% to continue from Q2 onwards as well. On the other hand, we recognize that placement business in Asia continues to remain sluggish.

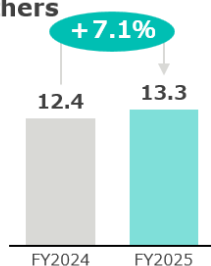
As was explained at the earnings call in May, we are renewing the systems for mid to long term growth of facility management business. In Q1, we spent around 0.5 billion yen as planned and are making good progress.

As a one-off factor, employment related subsidy we are receiving in Singapore was 0.7 billion yen last fiscal year but fell to 0.1 billion yen this fiscal year. Although this is one-off, this is another reason for the decline.

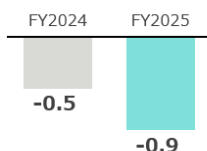
Others / Adjusted (P/L Analysis)

■ Others

(Billion Yen)



Q1 Revenue



Q1 Adjusted EBITDA

Comments

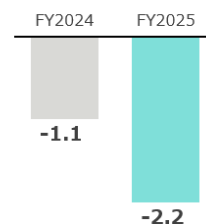
- Increase in SG&A such as personnel expenses

■ Adjusted

(Billion Yen)



Q1 Revenue



Q1 Adjusted EBITDA

Comments

- Increase in SG&A such as system expenses

*Some businesses of Staffing SBU were transferred to Others in April 2025. Figures for FY2024 were corrected retroactively to reflect the transfer.

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Last of all is Others and Adjusted.

For Others, as we are strengthening corporate sales of Sharefull, there was a small loss. For Adjusted, system investments were made at Holdings, including increase in number of engineers, and there was a slight increase in loss.

It will be a repetition, but Q1 IFRS based operating profit made good progress towards full year forecast of 66 billion yen and adjusted EBITDA of 86.5 billion yen.

This concludes my presentation.

Group Topics

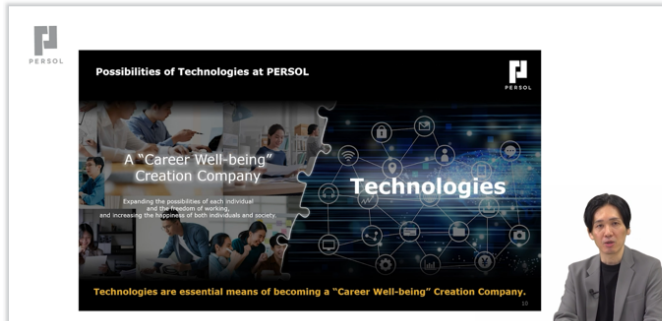
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[President and CEO Wada]

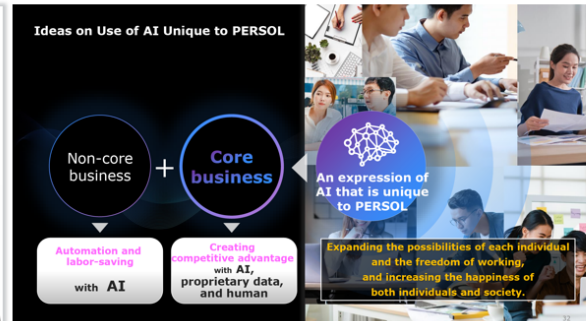
Next, I would like to share the group topics.

IR DAY 2025

Announced advances in use of technology towards a "Career Well-being" Creation Company
Also touched on future AI strategy "unique to PERSOL," centered on the utilization of AI agents



Click on the image to view the IR DAY video.



Click on the image to view the IR DAY materials.

- Event date: July 22, 2025
- Speaker: Yuta Tsuge, Executive Officer, CIO/CDO

*Details about IR DAY 2025 is available [here](#)

First, on July 22, we held IR Day 2025 and explained about our technology initiatives. Our business model has good affinity with AI agent, so we talked about how we will advance with such initiatives and also touched on future AI strategy "unique to PERSOL". There were many viewers. If you have not yet watched the video, please do so when you have time to better understand our initiatives.

Selection as a Constituent of Global ESG Investment Indices



With this Selection, PERSOL is **now included in all six ESG indices** used by Japan's Government Pension Investment Fund (GPIF).

First selection

"FTSE Blossom Japan Index" "FTSE4Good Index Series"

[Reference: ESG indices used by GPIF in which PERSOL is selected]

- FTSE Blossom Japan Index **<first selection>**
- FTSE Blossom Japan Sector Relative Index
- MSCI Japan ESG Select Leaders Index
- MSCI Japan Empowering Women Index (WIN)
- S&P/JPX Carbon Efficient Index
- Morningstar Japan ex-REIT Gender Diversity Tilt Index (GenDi J)



FTSE Blossom
Japan Index



FTSE4Good

■ **About FTSE Blossom Japan Index** <https://www.ftserussell.com/products/indices/blossom-japan>

Created by FTSE Russell, which is a global index provider, the FTSE Blossom Japan Index is designed to measure the performance of Japanese companies demonstrating excellent Environmental, Social and Governance (ESG) practices. FTSE Blossom Japan Index is widely used in the creation and assessment of sustainable investment funds and other financial instruments.

■ **About FTSE4Good Index Series** <https://www.lseg.com/en/ftse-russell/indices/ftse4good>

The FTSE4Good Index Series, which is provided by FTSE Russell, is designed to measure the performance of companies demonstrating excellent Environmental, Social and Governance (ESG) practices. FTSE4Good Index is used by a wide variety of market participants for creating and assessing responsible investment funds or other financial instruments.

* News release is available [here](#)

Next topic is that we were selected as a constituent of Global ESG Investment Indices. We were selected as a constituent of two indices of FTSE Blossom Japan Index and FTSE4Good Index Series. With this, we have been selected for all six indices used by GPIF. We feel very honored about this.

PERSOL Joins Valuable 500



PERSOL has joined the "Valuable 500," an international initiative driving the inclusion of people with disabilities in society.

"Valuable 500"

An initiative launched at the Annual Meeting of the World Economic Forum held in January 2019 (Davos Meeting)

Promoting initiatives aimed at maximizing the possibilities that people with disabilities will bring to society, business, and economy



- As a member of the "Valuable 500," **PERSOL will press ahead with its initiative to build a society where all people, including those with disabilities, can feel "Work and Smile."**
- Actively engage in practices such as employing people with disabilities, establishing systems that support flexible working styles, and fostering a culture that embraces diversity, thereby cultivating flexibility and creativity that generate new value.

*News release is available [here](#)

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We are also very much proactive about employment of people with disabilities. In order to drive the inclusion of people with disabilities in society more, we joined the "Valuable 500", an international initiative. PERSOL's vision is "Work and Smile". We are promoting initiatives aimed at maximizing the possibilities of all people, including those with disabilities, to work. As a part of this initiative, we joined the "Valuable 500." We would like to have everybody, including those with disabilities, be able to maximize their work opportunities.

We recognize promoting diversity is important also at our company and we will press ahead with this initiative.

Main Topics



News releases are available here

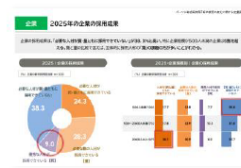
Staffing	Number of companies using online outsourcing service "Remote Tasker" topped 100 within a year of service's launch	»»
BPO	Aim to start providing "Centerless Support" from September 2025 Delivering world-class call centers even with fully remote teams	»»
Technology	Launched Smart Factory Engineering Service Helping improve productivity in the manufacturing industry and supporting promotion of manufacturing DX in Japan	»»
Career	High-class career change service "doda X" ranked No. 1 in the 2025 Oricon Customer Satisfaction Survey® for "Career Change Scouting Services"	»»
Asia Pacific	Rebranding of brand name of staffing business in Asia Pacific from PERSOLKELLY to "PERSOL"	»»
Others	Announced Quantitative Survey of Changes in New Graduate Job Hunting by PERSOL RESEARCH AND CONSULTING	»»
Group	Announced "AI Basic Policy" as the PERSOL Group's highest applicable standards on the use of AI	»»



■ Staffing : Remote Tasker



■ Career : doda X



■ Others : PERSOL RESEARCH AND CONSULTING Survey results image

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On this slide, we have topics described by SBU.

For Staffing SBU, we had the intention to enable an environment where staffs will be able to work fully remote, and thus developed Remote Tasker, which we are promoting. Number of companies using this online outsourcing service topped 100 and we believe the usage will continue to increase going forward.

The second is Career SBU. We have high class career change service "doda X". It ranked number 1 in the 2025 Oricon Customer Satisfaction Survey for "Career Change Scouting Service." We are very happy and feel very honored to be evaluated highly and would like to express our appreciation.

Next is Asia Pacific SBU. We are rebranding the name. Kelly Services Inc. used to have a stake in the beginning and therefore the brand name was PERSOLKELLY. But now that we have 100% ownership, we are rebranding it to PERSOL, taking this opportunity. In Asia Pacific SBU as well, we would like to institutionalize our vision of "Work and Smile" and have it penetrate the market so that we can be better recognized.

The last topic is about the Group. Within the Group, we created AI Basic Policy as the PERSOL Group's highest applicable standards on the use of AI. We recognize usage of AI is very important. To be able to utilize AI safely with a sense of security, we established AI Basic Policy so that the users will be able to use our services safely. As such, we are promoting this initiative.

This concludes my presentation. Thank you.

[END]