



Strategic Business Unit

R&D Function Unit

Specialized Services

Staffing

- Temporary staffing (clerical work, research, clinical development, sales, light work, factory positions, etc.)
- Temporary job placement ahead of permanent employment/permanent placement
- Outsourcing/contracting (clinical development, sales, light work, factory positions, etc.)

BPO

- BPO
- Help desk/contact center
- Sales marketing
- Business process consulting
- HR solutions
- Health care solutions
- Product

Technology

- Engineering (design and experiment)
- Digital solutions, systems development
- Temporary staffing (IT, engineering)

Career

- Permanent placement (mid-career, new grad recruitment)
- Career change media, direct recruiting
- Side jobs, multiple jobs, freelancer support
- Outplacement support
- Employment support for foreign workers

Asia Pacific

- Temporary staffing
- Permanent placement
- Facility management & maintenance
- Outsourcing
- Human resource management consulting
- Education/training

- Career support & Recruitment support
- Spot work services
- POS (Point of Sale) system
- Talent development and reskilling support
- Incubation programs

- Think tank
- HR & organization consulting
- Talent & organization development
- Employment/employment transfer support of people with disabilities
- Corporate venture capital

SBU Core Company / Representative Companies

PERSOL TEMPSTAFF
PERSOL EXCEL HR PARTNERS
PERSOL FACTORY PARTNERS
Avanti Staff
PERSOL FIELD STAFF

PERSOL BUSINESS PROCESS DESIGN
PERSOL WORKSWITCH CONSULTING
Lacras
PERSOL MEDIA SWITCH
Bizer
PERSOL S&I
PERSOL COMMUNICATION SERVICES

PERSOL CROSS TECHNOLOGY
PERSOL AVC TECHNOLOGY
PERSOL & Serverworks

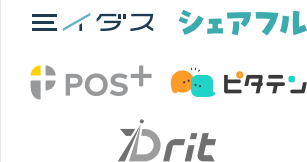
PERSOL CAREER
PERSOL CAREER CONSULTING
PERSOL Global Workforce
Benesse i-Career*

PERSOL Asia Pacific
PERSOLKELLY
Programmed

PERSOL DIGITAL VENTURES
PERSOL INNOVATION
PERSOL MARKETING
MIIDAS
Sharefull
POSTAS

PERSOL RESEARCH AND CONSULTING
PERSOL DIVERSE
PERSOL NEXTAGE
PERSOL FACILITY MANAGEMENT
PERSOL VENTURE PARTNERS

Examples of Handled Brands



Group Companies

Staffing

PERSOL TEMPSTAFF CO., LTD. / PERSOL EXCEL HR PARTNERS CO., LTD. / PERSOL FACTORY PARTNERS CO., LTD. / Avanti Staff Corporation / PERSOL FIELD STAFF CO., LTD. / HUTECH Ltd. / PERSOL TEMPSTAFF KAMEI CO., LTD. / PERSOL BUSINESS EXPERT CO., LTD. / PERSOL EXCEL ASSOCIATES CO., LTD. / PERSOL EXCEL VIETNAM CO., LTD. / Tempstaff Forum Co., Ltd.* 1 / e-staffing Co., Ltd.* 2

BPO

PERSOL BUSINESS PROCESS DESIGN CO., LTD. / PERSOL WORKSWITCH CONSULTING CO., LTD. / Lacras Corporation / PERSOL MEDIA SWITCH CO., LTD. / Bizer Inc. / PERSOL S&I CO., LTD. / PERSOL COMMUNICATION SERVICES LIMITED

Technology

PERSOL CROSS TECHNOLOGY CO., LTD. / PERSOL AVC TECHNOLOGY CO., LTD. / PERSOL & Serverworks CO., LTD. / PERSOL CROSS TECHNOLOGY VIETNAM CO., LTD.

Career

PERSOL CAREER CO., LTD. / PERSOL CAREER CONSULTING CO., LTD. / Benesse i-Career Co., Ltd.* 3 / PERSOL Global Workforce Co., Ltd. / PERSOL Global Workforce Philippines, Inc. / PERSOL CAREER TECH STUDIO VIETNAM CO., LTD.

Asia Pacific

PERSOL Asia Pacific Pte. Ltd. / PERSOLKELLY PTE. LTD. / Programmed Maintenance Services Limited / PERSOLKELLY / PERSOL * 4 / BTI Executive Search / PERSOLKELLY Consulting / P-Serv / Evo Business Consulting / Programmed Skilled Workforce / Programmed Training Services / Programmed Property Services / Programmed Electrical Technologies / Programmed Turnpoint / Programmed Facility Management / Programmed Industrial Maintenance

R&D

PERSOL DIGITAL VENTURES CO., LTD. / PERSOL INNOVATION CO., LTD. / PERSOL MARKETING CO., LTD. / MIIDAS CO., LTD. / Sharefull, Inc. / POSTAS CO., LTD.

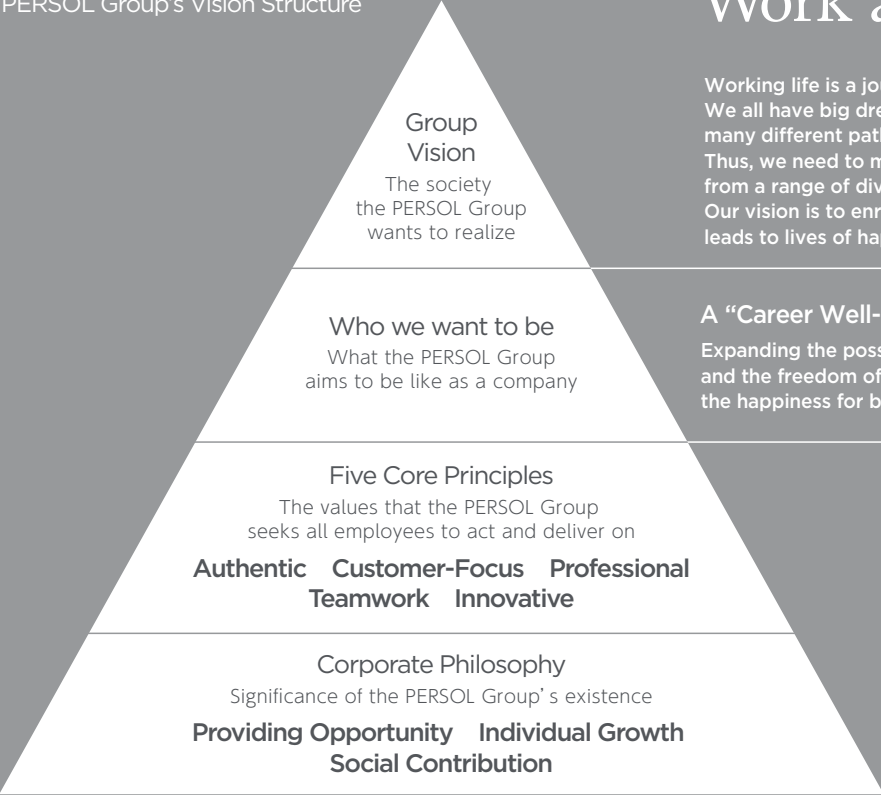
Specialized Services

PERSOL HOLDINGS CO., LTD. / PERSOL RESEARCH AND CONSULTING CO., LTD. / PERSOL DIVERSE CO., LTD. / PERSOL NEXTAGE CO., LTD. / PERSOL FACILITY MANAGEMENT CO., LTD. / PERSOL VENTURE PARTNERS LLC / GLINTS PTE. LTD.* 5

* Benesse i-Career is a non-consolidated company.

*1-*3, and *5 are non-consolidated companies. *4 PERSOL is the group brand of the PERSOL Group. However, "PERSOL" here refers to the general term of permanent placement services for Japanese businesses in APAC. *Major consolidated subsidiaries and associates are listed. *As of April 1, 2025

PERSOL Group's Vision Structure



Work and Smile

Working life is a journey of growth and creation. We all have big dreams, and there are many different paths to success. Thus, we need to make our own choices from a range of diversified work opportunities. Our vision is to enrich society so that all work leads to lives of happiness.

A “Career Well-being” Creation Company
Expanding the possibilities of each individual and the freedom of working, and increasing the happiness for both individuals and society.

Thoughts towards 2030

The PERSOL Group aims to create better work opportunities for one million people by 2030 by expanding human possibilities as a “Career Well-being” Creation Company.



Our Group Today



PERSOL HOLDINGS CO., LTD.

Capital	17,479 million yen
Representative	Takao Wada (Representative Director, President and CEO)
Established	October 1, 2008
Scope of Business	Management and planning of Group companies providing a wide range of human resource services, such as general worker dispatching, permanent placement, and outsourcing.
Head Office	1-15-5 Minami-Aoyama, Minato-ku, Tokyo 107-0062, Japan Tel: +81-3-3375-2220 (main line)
URL	https://www.persol-group.co.jp/
Number of Group Companies	149 (38 domestic, 111 overseas) *As of April 1, 2025
Number of Group Bases	672 (529 domestic, 143 overseas) *As of February 2025