



Strategic Business Unit

Staffing	BPO	Technology	Career	Asia Pacific	R&D Function Unit	Specialized Services
<ul style="list-style-type: none"> 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.) 	<ul style="list-style-type: none"> BPO Help desk/contact center Sales marketing Business process consulting HR solutions Health care solutions Product 	<ul style="list-style-type: none"> Engineering (design and experiment) Digital solutions, systems development Temporary staffing (IT, engineering) 	<ul style="list-style-type: none"> Permanent placement for mid-career professionals (junior talent, mid-level talent, high-caliber talent, executive talent) Permanent placement for new graduates Career change media Direct recruiting Support for side jobs, multiple jobs, and freelancers Support for career autonomy Employment support for foreign workers 	<ul style="list-style-type: none"> Temporary staffing Permanent placement Facility management & maintenance Outsourcing Human resource management consulting Education/training 	<ul style="list-style-type: none"> Career support & Recruitment support Spot work services POS (Point of Sale) system Talent development and reskilling support 	<ul style="list-style-type: none"> 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 Aoyama Art	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 Global Workforce Benesse i-Career*1	PERSOL Asia Pacific Programmed	PERSOL DIGITAL VENTURES PERSOL INNOVATION PERSOL MARKETING MIIDAS Sharefull POSTAS	PERSOL RESEARCH AND CONSULTING PERSOL DIVERSE PERSOL NEXTAGE PERSOL VENTURE PARTNERS Gojob
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Examples of Handled Brands

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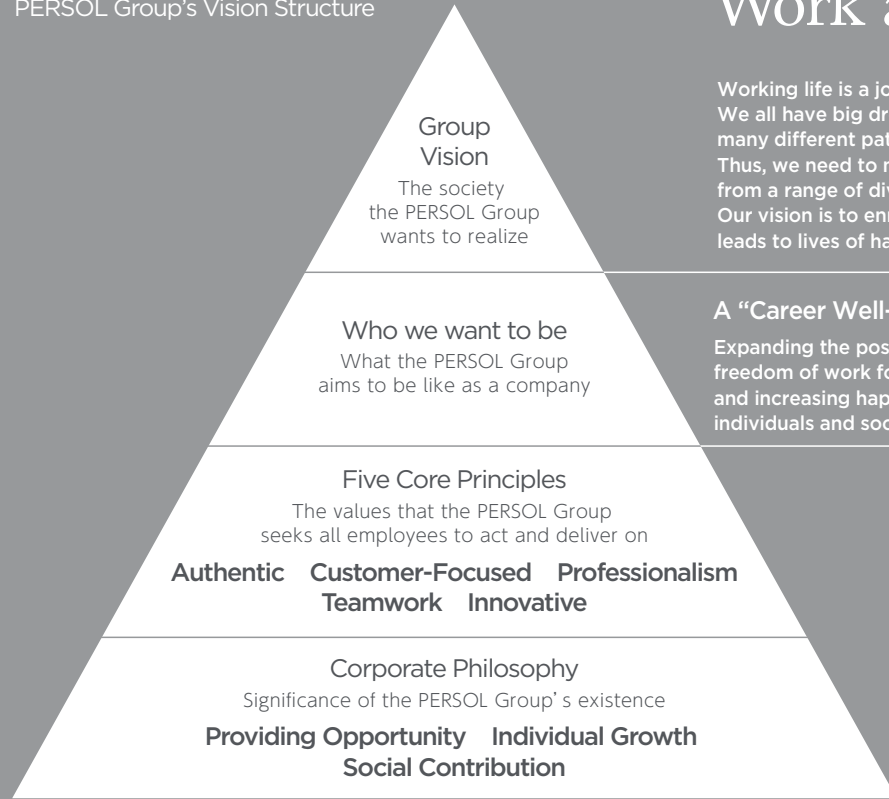
Group Companies

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. / MC Partners Corporation / Aoyama Art, Inc. / 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 / KIKAN flex Co., Ltd.*3
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. / Benesse i-Career Co., Ltd.*4 / PERSOL Global Workforce Co., Ltd. / PERSOL Global Workforce Philippines, Inc. / PERSOL CAREER TECH STUDIO VIETNAM CO., LTD.
Asia Pacific	PERSOL Asia Pacific Pte. Ltd. / Programmed Maintenance Services Limited / PERSOL *5 / PERSOL Consulting / PERSOL Outsourcing / BTI Executive Search / Programmed Skilled Workforce / Programmed Training Services / Programmed Property Services / Programmed Electrical Technologies / Programmed Turnpoint / Programmed Facility Management / Programmed Industrial Maintenance / Programmed Offshore
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 VENTURE PARTNERS LLC / GLINTS PTE. LTD.*6 / Gojob SAS

*1 Benesse i-Career is a non-consolidated company.
*2 PERSOL is the group brand of the PERSOL Group. However, "PERSOL" here refers to the overarching term for services offered across APAC.

*1-4, and *6 are non-consolidated companies. *5 PERSOL is the group brand of the PERSOL Group. However, "PERSOL" here refers to the overarching term for services offered across APAC.
*Major consolidated subsidiaries and associates are listed. *As of April 1, 2026

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 and freedom of work for each individual, and increasing happiness for both individuals and society.

Thoughts towards 2030

The PERSOL Group aims to create better work opportunities for one million people by 2030 through the expansion of human potential as a "Career Well-being" Creation Company.



Our Group Today

<p>Consolidated Net Sales</p> <p>1,451.2 billion yen</p> <p>Fiscal year ended March 2025 [IFRS]</p>	<p>Number of Employees (Consolidated)</p> <p>About 78,100</p> <p>As of March 31, 2025 including temporary workers</p>	<p>Number of Group Companies</p> <p>157 (49 domestic, 108 overseas)</p> <p>As of April 1, 2026</p>
<p>Domestic Service Areas and Bases</p> <p>46 prefectures 539 bases</p> <p>As of February 2026</p>	<p>Overseas Service Areas and Bases</p> <p>14 countries and regions 151 bases</p> <p>As of February 2026</p>	<p>Number of Client Companies</p> <p>About 52,600 annually</p> <p>Fiscal year ended March 2025</p>
<p>Number of Current Temporary Staff Members</p> <p>About 134,000 (in Japan)</p> <p>As of December 2025</p>	<p>Number of Career Change Service Members</p> <p>About 10.4million members</p> <p>As of January 31, 2026</p>	<p>Number of Job Postings</p> <p>About 389,000</p> <p>As of February 2026</p>

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	157 (49 domestic, 108 overseas) *As of April 1, 2026
Number of Group Bases	690 (539 domestic, 151 overseas) *As of February 2026