



## 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\*<sup>1</sup>

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

### 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.* <sup>1</sup> / e-staffing Co., Ltd.* <sup>2</sup>
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.* <sup>3</sup> / 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 * <sup>4</sup> / BTI Executive Search / PERSOL 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 / 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.* <sup>5</sup>

\*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.  
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\*Major consolidated subsidiaries and associates are listed. \*As of October 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 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



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	<a href="https://www.persol-group.co.jp/">https://www.persol-group.co.jp/</a>
Number of Group Companies	148 (37 domestic, 111 overseas) *As of October 1, 2025
Number of Group Bases	672 (529 domestic, 143 overseas) *As of February 2025