



## Strategic Business Unit

Staffing	BPO	Technology	Career	Asia Pacific	R&D Function Unit	Specialized Services
<ul style="list-style-type: none"> <li>Temporary staffing (clerical work, research, clinical development, sales, light work, factory occupations, etc.)</li> <li>Temporary job placement ahead of permanent employment/permanent placement</li> <li>Outsourcing/Contracting (clinical development, sales, light work, factory occupations, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>BPO (clerical, government, recruitment, sales, digital marketing, call center, ICT areas)</li> <li>IT and Business Consulting</li> <li>Digital solutions, Systems Development</li> <li>Health Care Services</li> </ul>	<ul style="list-style-type: none"> <li>Engineering (design and experiment)</li> <li>Temporary staffing (IT, engineering)</li> <li>Digital solutions, Systems Development</li> </ul>	<ul style="list-style-type: none"> <li>Permanent placement (mid-career, new grad recruitment)</li> <li>Career change media, direct recruiting</li> <li>Side job, multiple job, freelancer support</li> <li>Outplacement support</li> <li>Employment support for foreigners</li> </ul>	<ul style="list-style-type: none"> <li>Temporary staffing</li> <li>Permanent placement</li> <li>Facility management &amp; maintenance</li> <li>Outsourcing</li> <li>Human resource management consulting</li> <li>Education/training</li> <li>Digital solutions</li> <li>Home Care</li> </ul>	<ul style="list-style-type: none"> <li>Development of new digital products</li> <li>Incubation programs</li> </ul>	<ul style="list-style-type: none"> <li>"Think tank" services</li> <li>Human resource/organizational consulting</li> <li>Education/training</li> <li>Employment/employment transfer support of the disabled</li> <li>Corporate venture capital</li> </ul>

### SBU Core Company / Representative Companies

PERSOL TEMPSTAFF PERSOL EXCEL HR PARTNERS PERSOL FACTORY PARTNERS PERSOL MARKETING Avanti Staff PERSOL FIELD STAFF	PERSOL BPO PERSOL PROCESS & TECHNOLOGY PERSOL WORKSWITCH CONSULTING PERSOL WORKS DESIGN Lacras	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 MIIDAS Sharefull POSTAS	PERSOL RESEARCH AND CONSULTING PERSOL DIVERSE PERSOL NEXTAGE PERSOL FACILITY MANAGEMENT PERSOL VENTURE PARTNERS
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### Examples of Handled Brands

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### Group Companies

<b>Staffing</b>	PERSOL TEMPSTAFF CO., LTD. / PERSOL EXCEL HR PARTNERS CO., LTD. / PERSOL FACTORY PARTNERS CO., LTD. / PERSOL MARKETING CO., LTD. / Avanti Staff Corporation / PERSOL FIELD STAFF CO., LTD. / PERSOL TEMPSTAFF KAMEI CO., LTD. / PERSOL BUSINESS EXPERT CO., LTD. / PERSOL EXCEL ASSOCIATES CO., LTD. / Tempstaff Forum Co., Ltd.* 1 / e-staffing Co., Ltd.* 2
<b>BPO</b>	PERSOL BPO CO., LTD. / PERSOL PROCESS & TECHNOLOGY CO., LTD. / PERSOL WORKSWITCH CONSULTING CO., LTD. / PERSOL WORKS DESIGN CO., LTD. / Lacras Corporation / PERSOL PROCESS & TECHNOLOGY VIETNAM CO., LTD. / PERSOL MEDIA SWITCH CO., LTD. / Bizer Inc.
<b>Technology</b>	PERSOL CROSS TECHNOLOGY CO., LTD. / PERSOL AVC TECHNOLOGY CO., LTD. / PERSOL & Serverworks CO., LTD.
<b>Career</b>	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.
<b>Asia Pacific</b>	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 / Programmed Health Professionals / Programmed Care / Helpster Pte. Ltd. / Workmate Pte. Ltd.
<b>R&amp;D</b>	PERSOL DIGITAL VENTURES CO., LTD. / PERSOL INNOVATION CO., LTD. / MIIDAS CO., LTD. / Sharefull, Inc. / POSTAS CO., LTD.
<b>Specialized Services</b>	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 Intern Pte. Ltd.* 5

\*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. \*PERSOL TEMPSTAFF CO., LTD.'s business (BPO Business Unit) also belongs to the BPO SBU. \*Major consolidated subsidiaries and associates are listed. \*As of April 1, 2024

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

<p>Consolidated Net Sales</p> <p><b>1,223.9</b> billion yen</p> <p>Fiscal year ended March 2023</p>	<p>Number of Employees (Consolidated)</p> <p>About <b>66,900</b></p> <p>As of March 31, 2023 including temporary workers</p>	<p>Number of Group Companies</p> <p><b>143</b> (37 domestic, 106 overseas)</p> <p>As of April 1, 2024</p>
<p>Domestic Service Areas and Bases</p> <p><b>46</b> prefectures <b>523</b> bases</p> <p>As of February 2024</p>	<p>Overseas Service Areas and Bases</p> <p><b>13</b> countries and regions <b>187</b> bases</p> <p>As of February 2024</p>	<p>Number of Client Companies</p> <p>About <b>46,000</b> annually</p> <p>Fiscal year ended March 2023</p>
<p>Number of Current Temporary Staff Members</p> <p>About <b>126,000</b> (in Japan)</p> <p>As of December 1, 2023</p>	<p>Number of Career Change Service Members</p> <p>About <b>8.4million</b> members</p> <p>As of January 31, 2024</p>	<p>Number of Job Postings</p> <p>About <b>312,000</b></p> <p>As of February 2024</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, outsourcing, etc.
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	143 (37 domestic, 106 overseas) *As of April 1, 2024
Number of Group Bases	710 (523 domestic, 187 overseas) *As of February 2024