



Strategic Investment in Gojob

PERSOL HOLDINGS CO., LTD.

October 1, 2025

This document outlines the overview of the acquisition (including business details and objectives). The policies and outlook for the next fiscal year and beyond, including this matter, will be explained at the first-half financial results briefing scheduled for November 11. An FAQ is also available on our website.

Overview

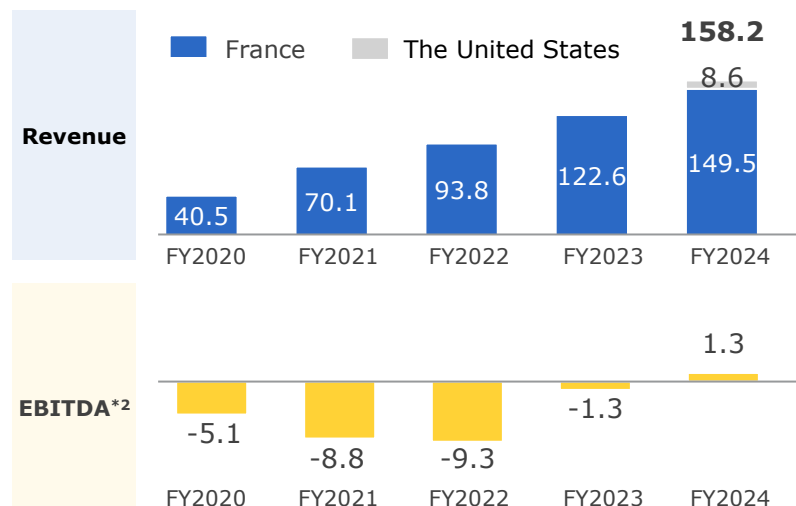
- Acquired 85% of shares in Gojob, a rapidly growing AI-driven staffing platform in France, for 122 million euros (approx. 21.5 billion yen^{*1}). Plans to make an additional acquisition in FY2028 to make it a wholly owned subsidiary.
- The current management team of Gojob will continue to lead operations under our Holdings entity. Gojob will belong to the “Others” segment.

■ Company Overview

Company name	Gojob SAS
Business Description	AI-driven staffing platform
Established	2015
Representative	CEO Pascal Lorne (Founder)
Business Expansion Areas	France, the United States
Number of Employees	249 employees as of March 2025 (France: 230, United States: 19)
Acquisition Ratio /Acquisition Cost	85%: 122 million euros (approx. 21.5 billion yen ^{*1}) *Planned to become a wholly owned subsidiary in FY2028 The acquisition price for the additional shares will vary depending on Gojob's performance at the time of the additional acquisition. Based on the current estimate, the range is expected to be approximately 44 million euros to 71 million euros (approx. 7.7 to 12.4 billion yen ^{*1}).

■ Business Performance Trends (French accounting standards)

(unit: million euros)



^{*1} Estimated amounts calculated at an exchange rate of 175.79 yen per euro (as of the end of Sep. 2025). In addition to the 21.5 billion yen acquisition of common shares in Gojob SAS, approximately 0.8 billion yen (estimate) in advisory and related fees is expected to be incurred.

^{*2} EBITDA=Operation profit + Depreciation/amortization

AI-Driven Staffing Platform

- AI instantly identifies multifaceted aptitudes from vast personal data and automatically recommends the most suitable talent.
- With **overwhelming speed, high-precision matching, and instant workforce delivery**
- Experiencing rapid global growth and expected to partially replace traditional staffing models.

■ Platform Concept Diagram



AI-Driven Staffing Platform by Gojob

Companies

Looking to hire high volumes of temporary staffs within an ever-shorter timeframe



- ✓ Qualified candidates ensuring high service rate
- ✓ Competent temporary workers who show up at the right time
- ✓ Wide geographical coverage

Fill rate
90%+
(vs 35% industry)

Drop-off rate
<1%
(vs 10% industry)



Temporary staff

Looking for flexibility while getting long-term employment options to secure a "living wage"



Confirmation time
24 min
(traditional players 1-2 days)

NPS
73
(vs 18 industry)

- ✓ Find a job quickly
- ✓ Wide range of services (daily pay, saving account, etc.)
- ✓ User-friendly application interface



Speed and Accuracy

Instantly presents the most suitable talent, dramatically reducing lead time



Cost Efficiency

Automation lowers marginal costs, enabling scalable growth



Data Accumulation

Integrated data from registration, employment, and evaluations creates a virtuous cycle of improving accuracy



User Value

Cluster analysis enables suggestions for roles even users haven't considered
Supporting skill development and self-determination

Strengths of Gojob



- The tech team, equipped with cutting-edge AI technology, **delivers strong competitiveness in the digital domain.**
- Selected for Next40, a group of high-potential startups backed by the French Tech initiative of the French government.



- **Ranked first in revenue growth** among HR service companies in France for the fiscal year 2024.
- Achieved a **CAGR of approximately 40%** over the past four years.

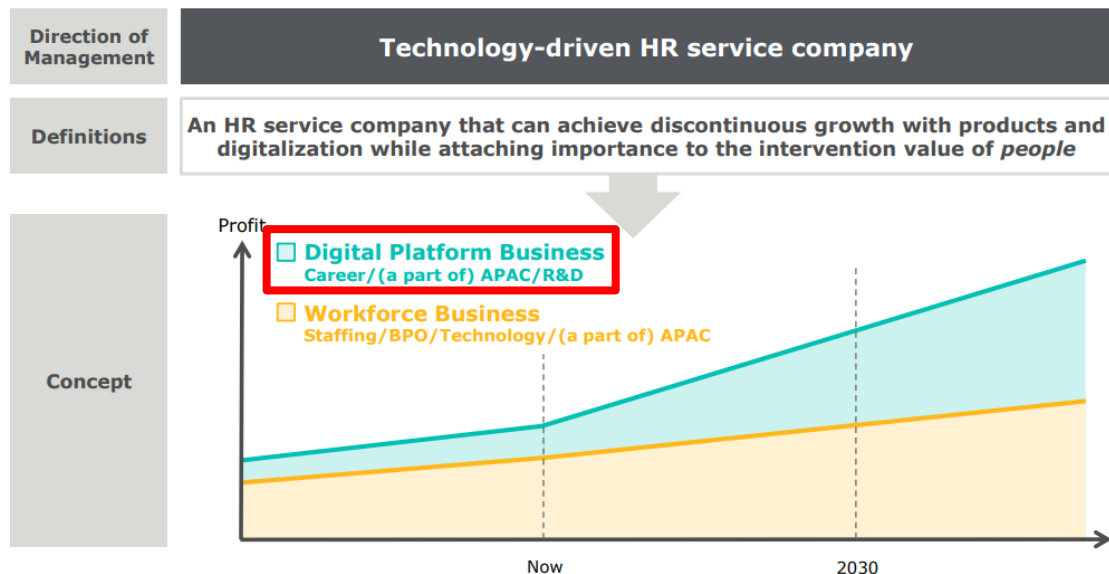


- By building a **highly scalable** platform and further **productizing it as SaaS**, the company has created multi-layered value.
- **Entered the U.S. market in 2021**, which the world's largest staffing market.

Purpose of the Acquisition and its Strategic Positioning

- Toward 2030, we clearly defined our management direction as evolving into a “technology-driven HR service company.”
- By acquiring Gojob, a company with highly scalable and robust AI products, we aim to become a HR service company achieving discontinuous growth. We are targeting dramatic growth beyond 2030.

Reposted from the Group’s Mid-term Management Plan material
“Our Vision Toward 2030” (disclosed on May 15, 2023)



Strategic Significance of the Acquisition

1 Addressing the Disruption Risks to Traditional Businesses Posed by AI

- We recognize that advances in AI poses a risk that traditional business models may be forced to change.
- While our core domestic businesses such as staffing and placement continue to grow steadily, continuous investment in technology-driven businesses both in Japan and overseas is essential.

2 Opportunity to Expand into the Existing Staffing Business

- We are also exploring the applicability of the Gojob's business model to improve productivity in our domestic and APAC staffing business.

3 Further Growth Leveraging High Scalability

- This platform is expandable across countries, regions, and job types. By leveraging the data and expertise accumulated in the staffing business and transforming it into a SaaS solution, it possesses significant growth potential.
- Already entered the high-potential U.S. market, securing a foothold for future investment. All upcoming investments will be carefully considered under defined discipline.

Appendix

Executive Team of Gojob

Led by the founder, the management team is composed of seasoned professionals with deep expertise in both business and technology.



Pascal Lorne
Founder and CEO

Serial entrepreneur and founder & CEO of several start-ups, including Let.com (2013-2015), Miyowa (sold to Synchronoss in Dec. 2011), and Ismap (sold to Nokia's Benefon in Dec. 2002)

- Thoroughly data-driven management
- A management philosophy aligned with our Group vision of "Work and Smile"



Barthelemy Homo
Co-founder

- 19 years of experience in corporate finance
- 10 years of work experience at EY



Elodie Hadjidakis
CFO

- 13 years of experience in corporate finance
- Former CFO and Head of M&A at Manda



Benjamin Vallat
COO

- 17 years of experience in tech and business development
- M&A experience at Twitch



Eve Doat-Arakelian
CMO

- 27 years of experience in tech and business development
- Former VP of Marketing & Growth at Safran



Nicolas Boutin
CTO

- 10 years of experience in tech and DX
- Former Head of Engineering at Theodo



Mathilde Lelièvre
CPO (Chief People Officer)

- Served as CPO and COO
- Engaged in Operations and HR

Strong Alignment with PERSOL



Shared Belief in Unlocking Human Potential Through “Work”



“Gojob Leverages Proprietary Tech And Data to Make The Labour Market More Fluid And Accessible, And to Empower Workers With Dignity”



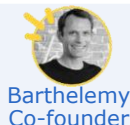
“Work and Smile”
A “Career Well-being” Creation Company
Expanding the possibilities of each individual and the freedom of working, and increasing the happiness for both individuals and society.

■ Comments from Gojob Executive Team

“We believe our ambitions can be realized not with VCs or major staffing players, but with PERSOL, whose DNA closely aligns with ours.”



“I resonated with PERSOL’s commitment to staying close to people while passionately driving innovation.”



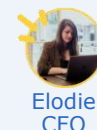
“From today’s presentation, I felt that a similar success could be possible—just like the acquisition of my previous company by Amazon.”



“The reason I joined Gojob aligns closely with PERSOL’s philosophy and sense of mission. I believe we can grow significantly together.”



“We deeply resonated with their vision and felt a strong affinity. We’re excited to work together and see what the future holds.”



Disclaimer

The statements concerning PERSOL HOLDINGS's future business performances in this material such as earnings forecasts are based on information available as of October 1, 2025 and certain assumptions deemed to be reasonable by PERSOL HOLDINGS, and do not mean that PERSOL HOLDINGS promises to achieve these figures. Actual results may differ materially from the statements due to a variety of factors.

The figures and indicators included in this material have been released to facilitate an appropriate understanding for business results and financial status of PERSOL Group. Kindly note that not all the figures and indicators have been subjected to audit and review by external auditors.