



Strategic Business Unit

Strategic Business Unit					R&D Function Unit	Specialized Services
Staffing	BPO	Technology	Career	Asia Pacific		
<ul style="list-style-type: none"> Temporary staffing (clerical work, research, clinical development, sales, light work, factory occupations, etc.) Temporary job placement ahead of permanent employment/permanent placement Outsourcing/contracting (clinical development, sales, light work, factory occupations, 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) Temporary staffing (IT, engineering) Digital solutions, systems development 	<ul style="list-style-type: none"> Permanent placement (mid-career, new grad recruitment) Career change media, direct recruiting Side job, multiple job, freelancer support Outplacement support Employment support for foreigners 	<ul style="list-style-type: none"> Temporary staffing Permanent placement Facility management & maintenance Outsourcing Human resource management consulting Education/training Digital solutions 	<ul style="list-style-type: none"> Development of new digital products Incubation programs 	<ul style="list-style-type: none"> Think tank HR & Organization Consulting Talent & Organization Development Employment/employment transfer support of the disabled Corporate venture capital

SBU Core Company / Representative Companies

PERSOL TEMPSTAFF PERSOL EXCEL HR PARTNERS PERSOL FACTORY PARTNERS PERSOL MARKETING Avanti Staff PERSOL FIELD STAFF	PERSOL BUSINESS PROCESS DESIGN PERSOL WORKSWITCH CONSULTING Bizer 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

Staffing	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. / HUTECH Ltd. / Business Service 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
BPO	PERSOL BUSINESS PROCESS DESIGN CO., LTD. / PERSOL WORKSWITCH CONSULTING CO., LTD. / Lacras Corporation / PERSOL MEDIA SWITCH CO., LTD. / Bizer Inc.
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 / Programmed Health Professionals / Programmed Care / Helpster Pte. Ltd. / Workmate Pte. Ltd.
R&D	PERSOL DIGITAL VENTURES CO., LTD. / PERSOL INNOVATION 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

*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 October 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>1,327.1 billion yen</p> <p>Fiscal year ended March 2024 [IFRS]</p>	 <p>Number of Employees (Consolidated)</p> <p>About 72,900</p> <p>As of March 31, 2024 including temporary workers</p>	 <p>Number of Group Companies</p> <p>149 (37 domestic, 112 overseas)</p> <p>As of October 1, 2024</p>
 <p>Domestic Service Areas and Bases</p> <p>46 prefectures 523 bases</p> <p>As of February 2024</p>	 <p>Overseas Service Areas and Bases</p> <p>13 countries and regions 187 bases</p> <p>As of February 2024</p>	 <p>Number of Client Companies</p> <p>About 50,500 annually</p> <p>Fiscal year ended March 2024</p>
 <p>Number of Current Temporary Staff Members</p> <p>About 127,000 (in Japan)</p> <p>As of June 2024</p>	 <p>Number of Career Change Service Members</p> <p>About 8.9million members</p> <p>As of July 31, 2024</p>	 <p>Number of Job Postings</p> <p>About 324,000</p> <p>As of August 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	https://www.persol-group.co.jp/
Number of Group Companies	149 (37 domestic, 112 overseas) *As of October 1, 2024
Number of Group Bases	710 (523 domestic, 187 overseas) *As of February 2024