



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 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

Asia Pacific

- Temporary staffing
- Permanent placement
- Facility management & maintenance
- Outsourcing
- Human resource management consulting
- Education/training

- Employment support for frontline workers
 - Career support & Recruitment support
 - Gig work matching
 - Temporary staffing for sales & services
- Management support for SMEs
- POS (Point of Sale) system

- AI-Driven staffing platform “Gojob” (service available only in France and the United States)
- 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
Avanti Staff
PERSOL FACTORY PARTNERS
PERSOL FIELD STAFF
MC Partners
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
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 ^{*Service available only in France and the United States}

Examples of Handled Brands

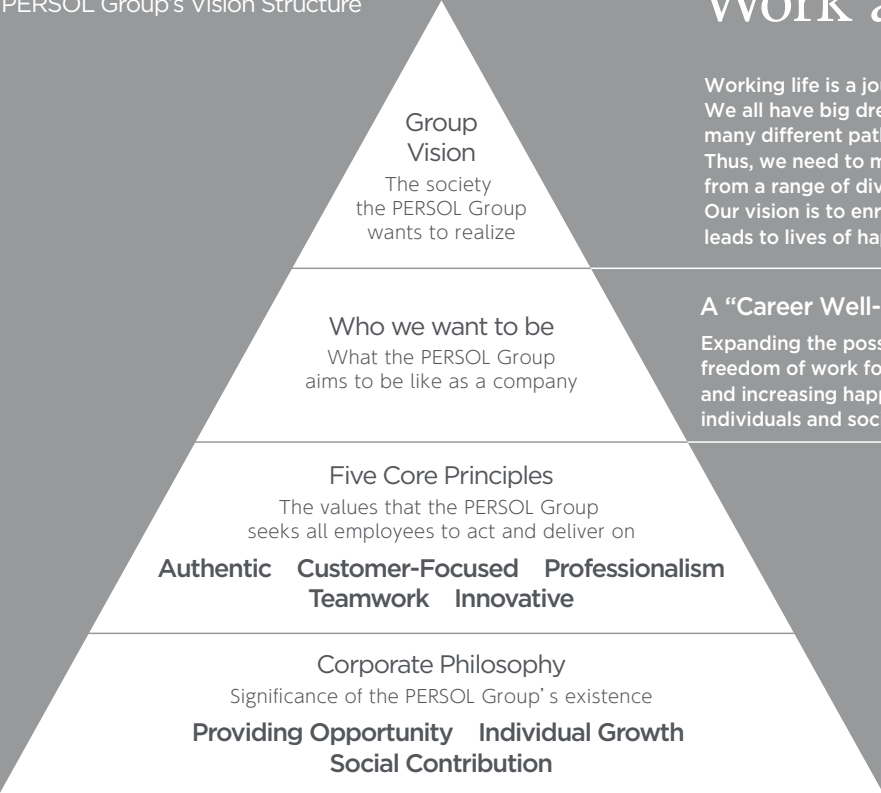


Group Companies

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. / 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 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* ⁷

^{*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. ^{*7} Service available only in France and the United States.
 ^{*}Major consolidated subsidiaries and associates are listed. ^{*}As of October 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



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	154 (48 domestic, 106 overseas) *As of October 1, 2026
Number of Group Bases	690 (539 domestic, 151 overseas) *As of February 2026