



May 9, 2025

To whom it may concern

Company name: Timee, Inc.
Representative: Representative Ryo Ogawa
Director and CEO
(Code Number: 215A Tokyo Stock Exchange Market)
Contact Information: Director and CFO Tomoaki Yagi
TEL. +81-3-6822-3013

Frequently Asked Questions and Answers (May 2025)

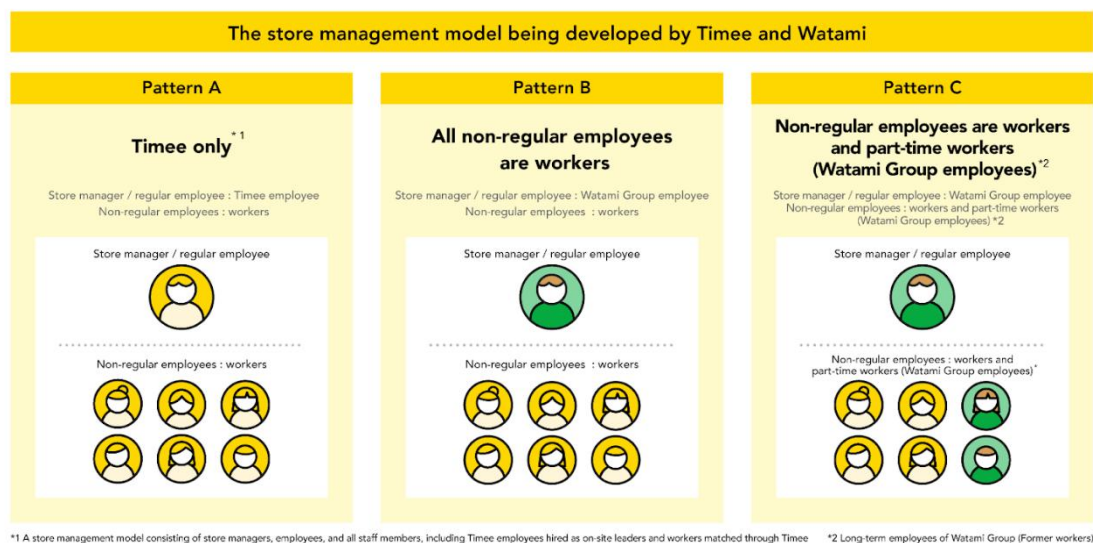
Thank you for your continued interest in our company. We would like to disclose the main questions we received from investors recently and the answers to them as follows.

This disclosure is made for the purpose of enhancing information dissemination to investors and for fair disclosure. Although there may be some discrepancies in the content of responses due to time differences, the most recent responses are presented as Timee's most current policy.

Q1. What is the background behind the business alliance with Watami, and what can be expected from it?

The food industry faces chronic labor shortages due to the declining birthrate, aging population, and shrinking labor force. The situation is expected to become even more serious, and securing personnel has become an urgent issue. In this context, Timee, which has been working to reduce labor shortages, and Watami, which operates the Subway sandwich chain in Japan and other businesses, have decided to form a business alliance to address the challenges of the entire industry.

The store operation models that Timee and Watami will implement include the following three patterns. Pattern A, “Timee only,” is a new initiative. At the same time, Pattern B, which operates stores with all non-regular employees except the store manager and regular employees being workers matched through Timee, has been successfully implemented at “THE Akachochin,” a Japanese pub established in Shinbashi in May 2023. Just as the know-how gained through “THE Akachochin” has been applied to this alliance, we will strive to accumulate so that the know-how gained through this alliance can be used in collaborations with other companies.



Q2. How are Trump's tariffs affecting Timee?

Our business has no direct exposure to tariffs. In addition, our three main industries—logistics, food, and retail—are primarily domestic markets, so we believe that indirect exposure through our clients is also minimal.

On the other hand, if the economy slows down due to the impact of tariffs, the number of job openings may decrease. However, as the number of job openings decreases, the number of workers required will also decrease, decreasing worker marketing investment. As a result, costs will decrease more than net sales, and depending on the impact of the number of job openings, we do not expect a significant impact on profits even during an economic downturn.

【Frequently Asked Questions and Answers (Past FAQs)】

Please refer to the following website.

<https://timee.notion.site/ir-faq-en>