



March 4, 2026  
Timee, Inc.  
(215A Tokyo Stock Exchange Growth Market)

**Regarding our response to the revision of guidelines  
by the Spot Work Association**

Timee, Inc. (Headquarters: Minato-ku, Tokyo; President: Ryo Ogawa) announces that, regarding its service "Timee," it will sequentially implement necessary measures starting from May 2026, based on the revised "Guidelines for Proper Labor Management in Spot Work" published by the Spot Work Association.

On Wednesday, March 4, 2026, the Spot Work Association published a revision to the "Guidelines for Proper Labor Management in Spot Work." We understand that this revision is intended to clarify the original purpose and ensure proper implementation of the association's guidelines, which have been in effect since September 1, 2025, based on expert and other stakeholder opinions.

As a member of the Spot Work Association, we have also decided to implement the necessary measures, starting from May 2026, based on the revised principles, to contribute to the sound development of the industry.

As a platform provider, we will continue to work toward the sound development of the industry by collaborating with the Spot Work Association and relevant organizations to ensure a framework that creates optimal matching.