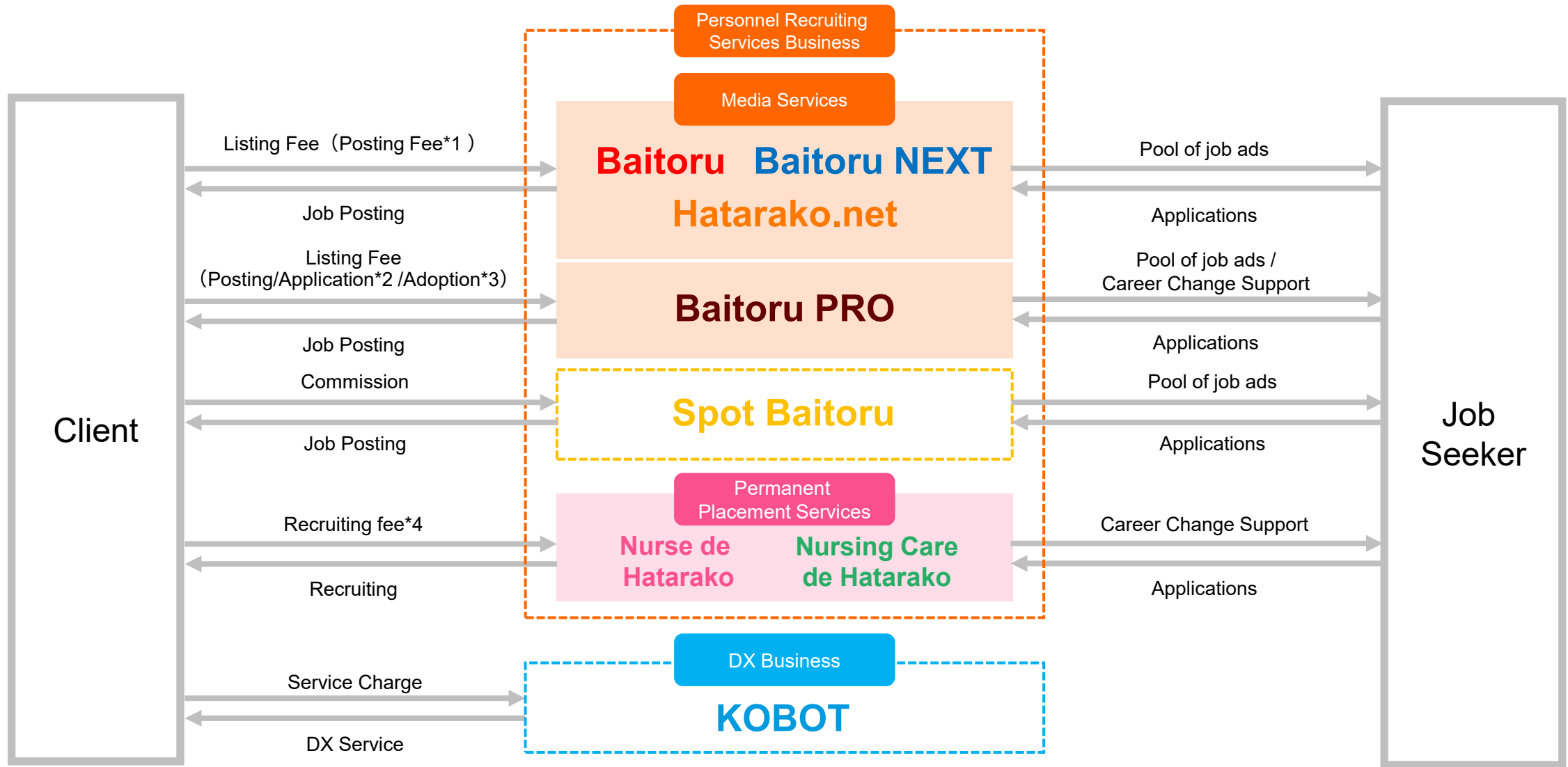

dip

Labor force solution company

dip Corporation

Prime Market of the Tokyo Stock Exchange (Code: 2379)



*1 Posting Fee : A model in which a job posting fee is paid based on the length of time a position is posted on our website.

*2 Application Fee : A model in which job postings to our website are free and fees are paid when applications for the position are received.

*3 Adoption fee : A model in which job postings to our website are free and fees are paid when a candidate is hired.

*4 Recruiting fee : A model in which a commission is paid at the appropriate time when the employment decision is made through our staffing service.

Segment	Service	Launch date	Service description	Main target	Sales* (proportion)	
Personnel Recruiting Services Business	Media Services	Baitoru	Oct. 2002	Japan's largest portal website for part time employees	Students in their 10s and 20s	¥46,048 million (83.9%)
		Baitoru NEXT	Jan. 2009	Job information platform for those with an aim to become regular or contract employees	People in their 20s and 30s who are looking for a full-time position	
		Hatarako.net	Oct. 2000	Job information platform for regular, dispatch and part-time employees	Housewives in their 30s and 40s	
		Baitoru PRO	May 2021	Comprehensive job site for professionals	People with qualifications / experience	
	Permanent Placement Services	Nurse de Hatarako	Sep. 2009	Job agency website for nurses	Experienced / prospective nurses	¥1,848 million (3.4%)
		Nursing Care de Hatarako	May 2023	Job agency website for caregivers	Experienced / prospective caregivers	
	Other	Spot Baitoru	Oct. 2024	Spot work job site	People who seek for spot work	—
DX Business	KOBOT	Sep. 2019	One-stop SaaS products providing unique value, designed specifically for SMEs	Mid-sized and small enterprises	¥6,613 million (12.0%)	

High productivity
 direct sales force of 2,000 people and
 a customer base of 150,000 companies

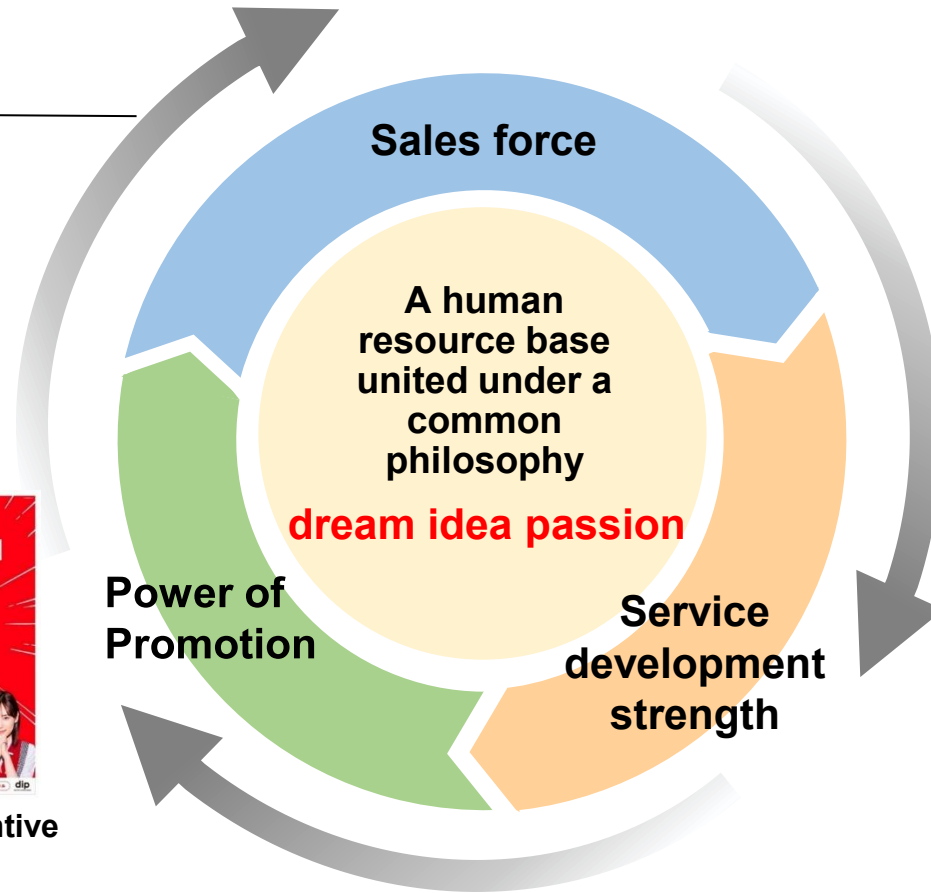
Data and technology capability

Bold and dynamic marketing communication,
 in line with market conditions



▲ Featuring Shohei Otani as a brand ambassador

▲ dip Incentive Project



Under the management policy of 'User First', providing many unique features not found at other companies

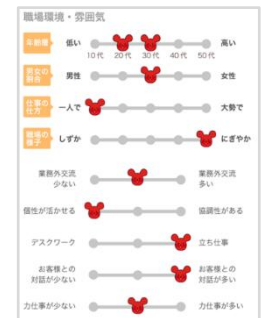
Work place video



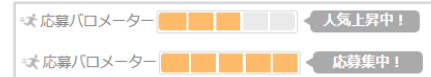
Job experience / Work place video



Barometer for work environment



Barometer for application status

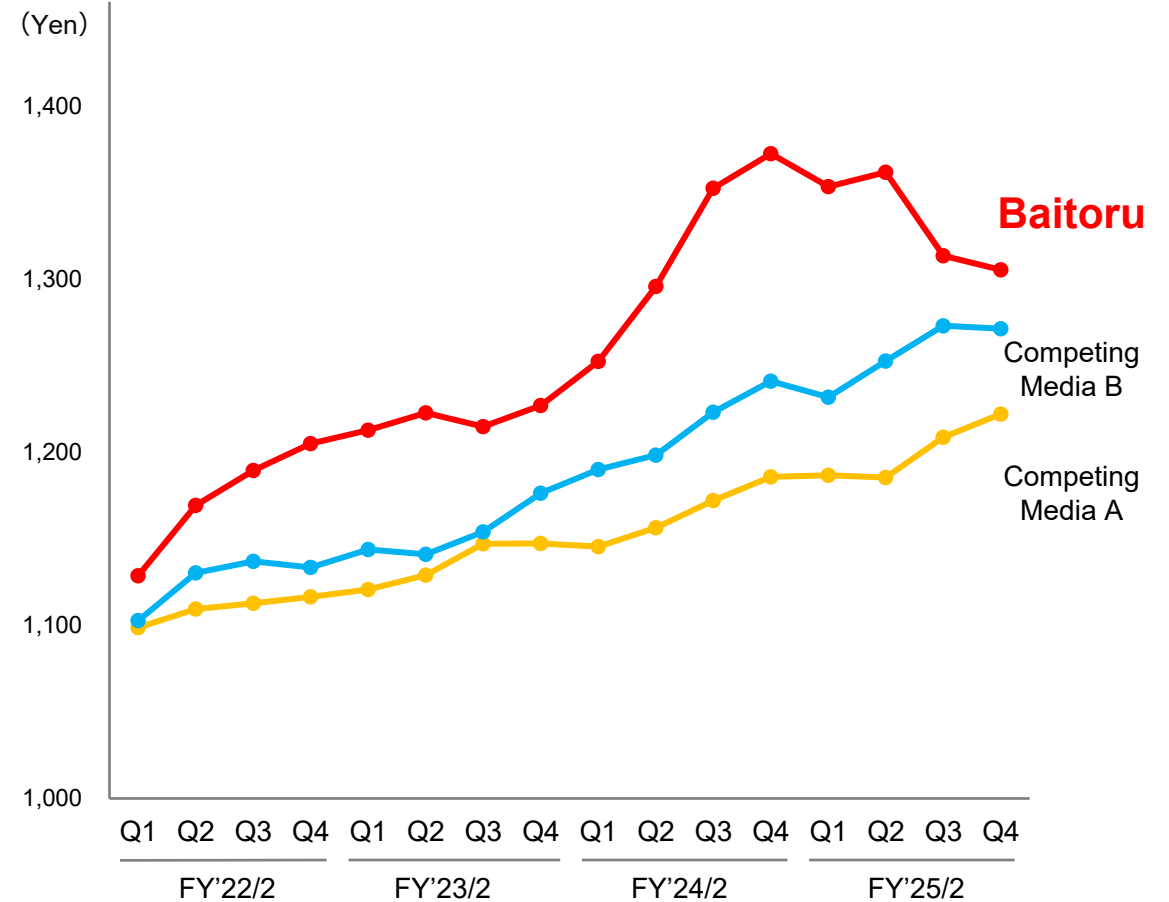


■ dip Incentive Project (one of our examples)

We have implemented the 'dip incentive project' in which our sales employees negotiate with client companies to increase hourly wages for jobs posted on our sites.

**From November 2021
dip Incentive Project**

■ Average hourly wage trend for listed jobs*1



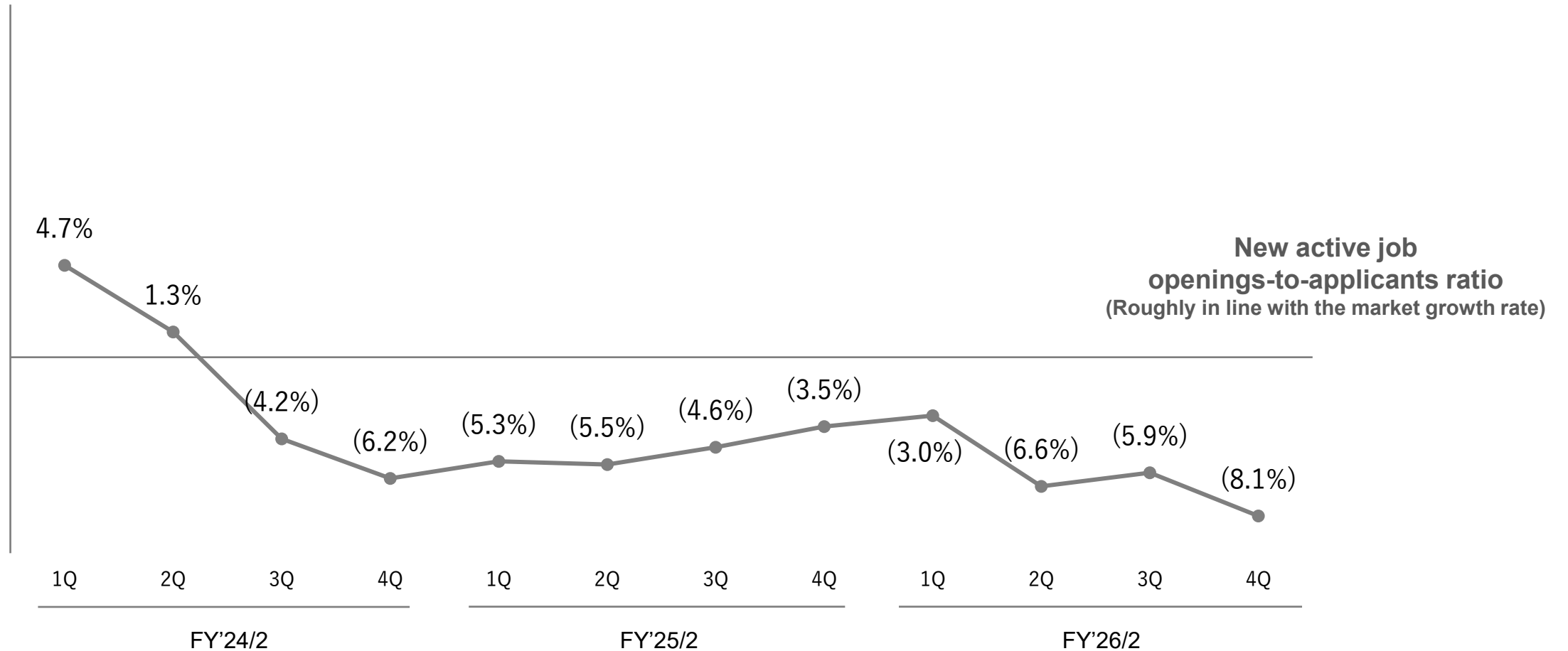
Source : Average wage report for each company

*1 Baitoru: National average Competing

Media A: Average of three metropolitan areas (Tokyo, Tokai, Kansai)

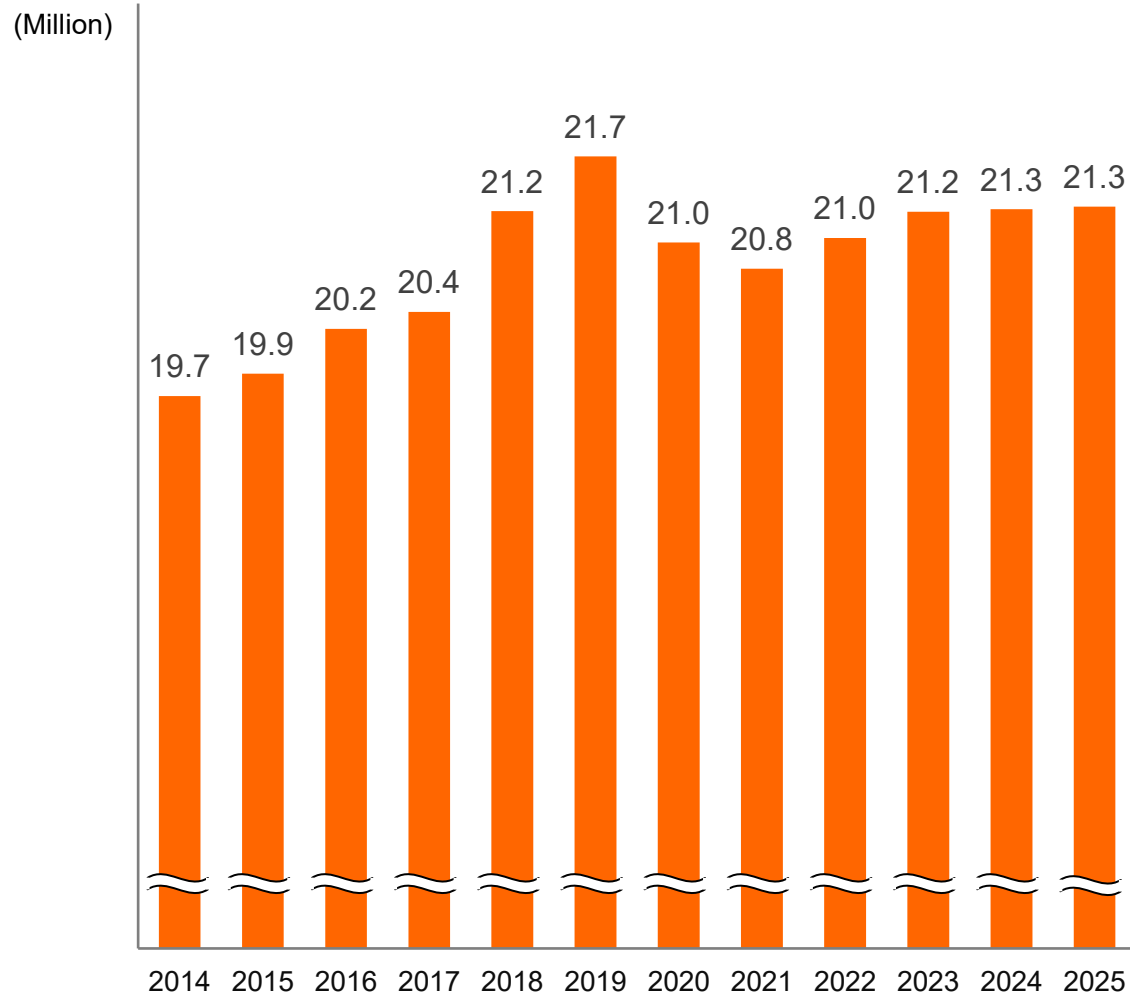
Media B: National average

■ New active job openings-to-applicants ratio YoY



Source
New Job Openings Ratio: Actual number of new job openings (general part-time) from the Ministry of Health, Labour and Welfare's "General Employment Placement Report (Job Security Service Statistics)".

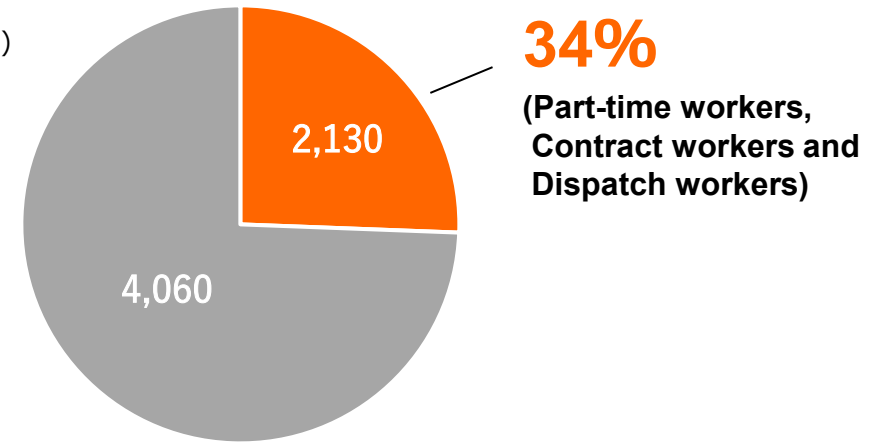
Yearly changes in number of fixed-term employees



(Reference)

Percentage of fixed-term employees in Japan

(10 thousand)



Percentage of fixed-term employees by industry

