

Provision of Information Regarding Margin Rate, etc. Attachment 1

(1) Number of dispatched workers as of June 1, 2025

8

(2) Number of client workplaces as of June 1, 2024 (actual number)

4

(3) Average amount of worker dispatching charges for fiscal year 2024 (October 1, 2024 to September 30, 2025)

24,449 yen (based on an 8-hour workday, across all job categories)

(4) Average amount of wages for dispatched workers for fiscal year 2024 (October 1, 2024 to September 30, 2025)

16,037 yen (based on an 8-hour workday, across all job categories)

(5) Margin rate for fiscal year 2024 (October 1, 2024 to September 30, 2025)

34.4%

Margin rate =
$$\frac{\left(\begin{array}{l} \text{Average worker dispatching charge per dispatched worker per day} \\ \text{(8 hours) by dispatching business office in the previous fiscal year} \end{array} \right) \left(\begin{array}{l} \text{Average wage per dispatched worker per day (8 hours)} \\ \text{by dispatching business office in the previous fiscal year} \end{array} \right)}{\left(\begin{array}{l} \text{Average worker dispatching charge per dispatched worker per day (8 hours)} \\ \text{by dispatching business office in the previous fiscal year} \end{array} \right)}$$

*When expressing the value as a percentage (%), any digits beyond the first decimal place should be rounded to the first decimal place.
*As a general rule, when providing information on margin rates, necessary information shall be made widely available to relevant parties, especially dispatched workers, at all times via the internet.
*It is also desirable to make it easier for dispatched workers to understand their company's margin rate by indicating items included in the margin rate, such as expenses for educational training, welfare expenses and social insurance premiums.

(6) Whether or not a labor-management agreement under Article 30-4, paragraph (1) of the Worker Dispatching Act has been concluded, and other related information

Labor management agreement under Article 30-4, paragraph (1) of the Worker Dispatching Act
☒Concluded
Scope of dispatched workers covered by the labor-management agreement (All dispatched workers)
End date of the validity period of the labor-management agreement (March 31, 2026)
☐Not concluded

*As a general rule, when providing information on whether or not the labor-management agreement has been concluded, and other related information, necessary information shall be made widely available to relevant parties, especially dispatched workers, at all times via the internet.

(7) Matters concerning career development support system for dispatched workers

Training details (Note) Indicate the details of the plan for educational training that contributes to career advancement.

Training category	Eligible dispatched workers At hiring / During dispatch / During standby	Training method OJT / Off-the-job training	Training cost burden Free of charge / Paid	Wage payment Paid / Unpaid
New hire training	At hiring	Off-the-job training	Free of charge	Paid
OA equipment operation training	During dispatch	OJT	Free of charge	Paid
Safety and health education	At hiring	Off-the-job training	Free of charge	Paid

Career counseling desk and contact information: Counseling desk, Nagasawa, Phone number: +81-45-315-6101

(8) Other relevant matters regarding the operations of the worker dispatching services (e.g., welfare benefits)

Annual paid leave system, social insurance (health insurance, employee's pension insurance, and employment insurance), periodic medical examinations, etc.

Name of staffing provider: Initialbay Co., Ltd.
License number: 派14-300719