Temp Holdings establishes the Temp Innovation Fund, a corporate venture capital fund

- To actively invest in HR technology services and start-ups with advanced technological capabilities both inside and outside Japan -

With a view toward solving issues and increasing satisfaction for companies and job-seekers by creating new businesses and services through open innovation, Temp Holdings Co., Ltd. (headquartered in Shibuya City, Tokyo; President: Masamichi Mizuta), a provider of comprehensive human resources services that operates mainly in Asian markets (including Japan, China, Hong Kong, and Singapore) will establish the Temp Innovation Fund (headquartered in Yoyogi, Shibuya City, Tokyo; Representative partner: Takeyuki Kato), a limited partnership company operating as a corporate venture capital fund (CVC).

**Objectives of Temp Innovation Fund**

With the group vision of providing infrastructure that creates the growth of people and organizations, the Temp Group has worked to help create such growth by solving HR-related issues and supporting personal growth. Today, the environment surrounding the staffing services industry is changing drastically as seen in the shrinking of Japan’s workforce on the back of the nation’s declining birth rate, as well as the increasingly diverse ways of employment and working. Furthermore, the pace of change is ever-accelerating.

Under these circumstances, in order to solve the increasingly complex and diversified issues that face companies and job-seekers, it is essential to take advantage of technologies through open innovation by partnering with promising start-ups both inside and outside Japan. Under the third arrow of the Abenomics economic policies, namely growth strategies, the increasingly active creation of new businesses and fostering of venture firms is being pursued as a goal, and it is expected that such initiatives will help create new jobs, promote innovation and improve productivity.

The Temp Group has worked on promoting open innovation as seen in Intelligence's capital participation in Lancers (*1), one of the largest cloud sourcing service providers in Japan, and the launch of LINE Part Time Job (*2), a part-time job information service by way of a joint venture with LINE Corporation. The establishment of the Temp Innovation Fund will help boost investment in HR technology services and start-ups with high-level technological capabilities internationally as well as domestically. For start-ups in Japan, Temp Innovation Fund will help foster the growth of people and organizations by leveraging Temp Group’s customer base and staffing service know-how as well as HR support and organizational management assistance that the Temp Innovation Fund is able to provide as a CVC in the staffing services industry.

*(*1) Investment in cloud sourcing services: Intelligence, Ltd. and Lancers, Inc. joined forces in cloud sourcing services.*
*(*2) Investment in starting up LINE Part Time Job: Launch of part-time job information services on an app associated with LINE (Japan's popular instant messenger app) developed by AUBE, a joint venture between Intelligence, Ltd. and LINE Corporation.
Temp Innovation Fund Outline

<table>
<thead>
<tr>
<th>Company name</th>
<th>Temp Innovation Fund LLC</th>
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</thead>
<tbody>
<tr>
<td>President</td>
<td>Takeyuki Kato, Representative partner</td>
</tr>
<tr>
<td>Address</td>
<td>2-1-1 Yoyogi, Shibuya City, Tokyo</td>
</tr>
<tr>
<td>Established</td>
<td>November 27, 2015</td>
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<tr>
<td>Business</td>
<td>Venture capital operations</td>
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Overview of Temp Holdings Co., Ltd.
Starting as Tempstaff in 1973, a staffing agency, it has evolved today into the holding company of Temp Group, a comprehensive human resources services group which comprises about 450 offices and 80 group companies in and out of Japan. Listed on the First Section of the Tokyo Stock Exchange. With the corporate philosophy of "Job creation, individual growth, and contributing to society" and management vision of "providing infrastructure that creates the growth of people and organizations," the Group engages in a wide range of human resources services that include temporary staffing, staff introduction, and part-time job information service. The Group actively seeks to resolve issues for companies and job-seekers by creating businesses and services through open innovation. Looking to post consolidated sales of 515 billion yen and operating income of 26 billion yen for the fiscal year ending March 2016.

For further details:
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