

ALTEN Japan Co. LTD – Consulting service operational information

The following information is disclosed in accordance with Article 23, paragraph 5 of the Act on Securing the Proper Operation of Worker Dispatching Undertakings and Protection of Dispatched Workers.

1. Employee numbers as of 2026, June 1st

Ibaraki HQ	68 Employees
Iwaki Office	18 Employees
Mito Office	33 Employees
Kitaibaraki Office	9 Employees
Sendai Office	86 Employees
Tsuchiura Office	18 Employees
Oyama Office	0 Employees
Takasaki Office	26 Employees
Kashiwa Office	17 Employees
Utsunomiya Office	60 Employees
Koriyama Office	0 Employees
Niigata Office	2 Employees
Tokyo HQ	248 Employees
Nagoya Office	204 Employees
Yokohama Office	62 Employees
Morioka Office	14 Employees

2. Number of consulting locations

Ibaraki HQ	15 Consulting Location
Iwaki Office	4 Consulting Location
Mito Office	13 Consulting Location
Kitaibaraki Office	3 Consulting Location
Sendai Office	32 Consulting Location
Tsuchiura Office	9 Consulting Location
Oyama Office	0 Consulting Location
Takasaki Office	7 Consulting Location
Kashiwa Office	6 Consulting Location
Utsunomiya Office	6 Consulting Location
Oyama Office	0 Consulting Location
Niigata Office	1 Consulting Location
Tokyo HQ	116 Consulting Location
Nagoya Office	60 Consulting Location

Yokohama Office	32 Consulting Location
Morioka Office	5 Consulting Location

3. Daily fees average for consulting – 8 hours per day

Ibaraki HQ	36,496	Yen
Iwaki Office	34,762	Yen
Mito Office	35,086	Yen
Kitaibaraki Office	32,261	Yen
Sendai Office	32,119	Yen
Tsuchiura Office	35,825	Yen
Oyama Office	-	Yen
Takasaki Office	35,515	Yen
Kashiwa Office	36,085	Yen
Utsunomiya Office	33,331	Yen
Koriyama Office	-	Yen
Niigata Office	30,724	Yen
Tokyo HQ	28,710	Yen
Nagoya Office	29,968	Yen
Yokohama Office	28,769	Yen
Morioka Office	22,952	Yen

4. Daily fees average for temporary workers – 8 hours per day

Ibaraki HQ	17,230	Yen
Iwaki Office	17,057	Yen
Mito Office	18,265	Yen
Kitaibaraki Office	16,546	Yen
Sendai Office	16,958	Yen
Tsuchiura Office	18,813	Yen
Oyama Office	-	Yen
Takasaki Office	17,028	Yen
Kashiwa Office	17,122	Yen
Utsunomiya Office	16,363	Yen
Koriyama Office	-	Yen
Niigata Office	15,198	Yen
Tokyo HQ	17,916	Yen
Nagoya Office	16,449	Yen
Yokohama Office	16,716	Yen
Morioka Office	14,308	Yen

5. Margin ratio

Ibaraki HQ	52.8%
Iwaki Office	50.9%
Mito Office	47.9%
Kitaibaraki Office	48.7%
Sendai Office	47.2 %
Tsuchiura Office	47.5%
Oyama Office	- %
Takasaki Office	52.1%
Kashiwa Office	52.6%
Utsunomiya Office	50.9%
Koriyama Office	- %
Niigata Office	50.5%
Tokyo HQ	37.6%
Nagoya Office	45.1%
Yokohama Office	41.9%
Morioka Office	37.7%

$$\text{Calculation} = \frac{3 - 4}{3} \times 100$$

To enable workers to verify consulting companies' margin rates and training initiatives via the internet and other means, thereby selecting more suitable companies, consulting companies are required to disclose information regarding their margin rates and training initiatives.

Placing fees (the fees paid by the client)	
Wage (Paid by the consulting company)	Margin

The consulting company's margin includes the following costs (non-exhaustive list).

<Examples of included costs>

- Company insurance premiums paid by the consulting company (welfare pension insurance and health insurance)
- Employment and industrial accident insurance premiums paid by consulting company
- Education and training expenses and welfare expenses at the consulting company
- Consultants labor costs
- Operating Profit

6. Career path for consultants

- Business manners training for the new graduates
- Online training system
- Training system for each department's training
- Qualifications support

7. Additional information related to the consultants

- Full social insurance (Employment insurance, labor insurance, health insurance, nursing insurance, welfare pension insurance)
- Annual paid leave, special leave, congratulatory or condolence leave, childcare
- Dormitory, company housing system

1. Scope of application

- Scope of employees Professional • Technical occupations
- Written agreement validity termination 2027.3.31

