



August 27, 2026
Timee, Inc.
(215A TSE Growth)

Timee Enters into Co-creation Partnership with ZEALS to Create New Jobs in the Physical AI Era

Timee, Inc. hereby announces that it has entered into a co-creation partnership with ZEALS Co., Ltd. (Head Office: Meguro-ku, Tokyo; Representative Director: Masahiro Shimizu; hereinafter "ZEALS"), developer of the semi-domestic compact humanoid "D1," aimed at creating new spot work opportunities required in the Physical AI era.

In recent years, while the use of AI in the digital domain has expanded rapidly, the use of "Physical AI," which interacts with people, objects, and environments in physical spaces, remains limited. A major factor behind this is that collecting not only digital data, but also embodied data in the real world (such as how to hold objects, task procedures, and on-site judgment criteria) is essential.

Timee possesses over 460,000 locations (registered client accounts) experiencing labor shortages, and at many of those sites, it has promoted Business Process Re-engineering (BPR), including task separation and manual creation. Furthermore, the company believes that accumulating high-quality embodied data is an urgent priority in order to transform these assets into a solid strength in the Physical AI era.

This partnership with ZEALS represents an important initiative aimed directly at solving this challenge. Timee, which has connected diverse workplaces with workers, and ZEALS, which possesses strengths in humanoid robotics and AI development, will jointly explore topics such as "Design of Spot Work for Physical AI," "Establishing Operational Systems to Ensure Data Quality," and "Leveraging Spot Workers in Robot Implementation and Operational Support," predicated on appropriate safety management and privacy protection.

For more details, please refer to the attached press release.

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Press Release

August 27, 2026
Timee, Inc.

Timee Enters into Co-creation Partnership with ZEALS to Create New Jobs in the Physical AI Era Co-Creating New Job Categories via Spot Work in the Real-World Data Collection Domain for Physical AI, Rapidly Expanding in the U.S. and China

Timee, Inc. (Location: Minato-ku, Tokyo; hereinafter "Timee"), operator of the on-demand job platform "Timee," and ZEALS Co., Ltd. (Head Office: Meguro-ku, Tokyo; Representative Director: Masahiro Shimizu; hereinafter "ZEALS"), developer of the semi-domestic compact humanoid "D1," hereby announce that they have entered into a co-creation partnership aimed at creating new spot work opportunities required in the Physical AI era.

By combining Timee's expertise in connecting diverse workplaces and workers with ZEALS' strengths in humanoid robotics and AI development, the companies will jointly explore new possibilities for spot work in real-world data collection to support the training and improvement of physical AI, predicated on appropriate safety management and privacy protection.



Background of the Partnership

In recent years, driven by advancements in generative AI, the use of AI in the digital domain—including text, images, and audio—has expanded rapidly. However, the use of Physical AI, which interacts with people, objects, and environments in physical spaces, such as robots and humanoids, remains limited to certain areas. One reason for this is the need not only for digital data, but also for embodied data obtained from the real world.

Embodied data includes contextual information from frontline operations, such as how humans hold objects, the sequence in which tasks are performed, judgments made on-site, and how exceptions are handled. Such data does not naturally exist on the internet; it must be intentionally collected,

organized, and quality-controlled in operational environments, with full consideration for personal information, privacy, and safety.

In the United States and China, new data collection businesses are already emerging rapidly to support the development of Physical AI and robotics foundation models. For robots to operate autonomously, a mechanism in which humans collect data, train, and make on-site improvements is essential, and this domain is becoming critical social infrastructure for the Physical AI era.

Recognizing the importance of establishing a real-world data collection mechanism in Japan, Timee and ZEALS have concluded this partnership.

Roles of Both Companies

Timee will leverage its know-how in connecting diverse workplaces with workers to explore worker recruitment, matching, job opportunity creation, and operational frameworks tailored to each site's specific needs.

Based on its expertise in the development, deployment, and operation of D1, ZEALS will define the data required for training and improving Physical AI, design data-collection workflows, and organize peripheral tasks arising at robot deployment sites.

Both companies will jointly evaluate the design of data collection workflows, education and training, quality control, safety management, and reporting frameworks, aiming to create new job categories in the era of Physical AI.

In designing workflows for this initiative, ensuring worker safety, protecting privacy, guaranteeing data quality, and clarifying the scope of work and accountability are top priorities. The companies will proceed with careful deliberation after establishing appropriate guidelines.

Key Initiatives Under Consideration

1. Design of Spot Work for Physical AI

To train and improve humanoid robots, including D1, the companies will explore designing tasks to collect and organize on-site operational procedures, movements, environments, user interactions, and human judgment and assistance.

For example, they will consider mechanisms to collect the required data for robots to operate in real-world spaces through spot work, such as indoor guidance routes, reception tasks, item handover, responding to user inquiries, and supportive actions by frontline staff.

2. Establishing Operational Systems to Ensure Data Quality

Data used for Physical AI training requires a certain level of quality and consistency. Therefore, the companies will examine operational procedures, training, quality checks, safety management, and reporting structures for data collection tasks. Beyond simply gathering data, ZEALS and Timee will jointly study operational designs, including recording formats, evaluation criteria, and methods for ensuring reproducibility. Upon clarifying the division of roles and safety management standards among stakeholders, we will evaluate operational frameworks that enable workers to perform their duties with complete peace of mind.

3. Leveraging Spot Workers in Robot Implementation and Operational Support

In addition to data collection, the companies will explore the potential for leveraging spot workers in peripheral operations that support the social implementation of robots. These include assisting with delivery and setup during D1 deployment at corporate and facility sites, providing initial operational support and user guidance, monitoring operational status, and preparing on-site reports.

Achieving the social implementation of humanoid robots requires not only superior hardware performance, but also robust frontline support systems—including on-site operations, user touchpoints, troubleshooting assistance, and feedback loops for continuous improvement. Under this partnership, both companies regard these peripheral tasks as valuable new job opportunities and will proceed with further evaluations.

Future Outlook

Timee views robots not merely as a replacement for human labor, but as entities that generate new work. While exploring opportunities for collaboration with ZEALS, we will design peripheral tasks that arise at robot deployment sites—such as setup and basic maintenance—as next-generation spot work accessible to a diverse workforce. By enabling humans and technology to coexist and complement each other, we aim to expand work-style options and build a labor infrastructure for a society facing population decline.

Company & Brand Profiles

■Timee, Inc.

Timee operates the on-demand job platform "Timee," which matches “the time when someone wants to work” and “the time when workers are needed”. Workers apply for the positions they want and can start working immediately without a resume or interview, and receive compensation right after completing the job. Employers only need to specify work hours and required skills, and the system will automatically match the worker with a job that meets their requirements.

■ZEALS Co., Ltd.

ZEALS develops and delivers new communication experiences between businesses and consumers across AI agents, AI avatars, and robotics. In the robotics domain, ZEALS is driving the social implementation of Physical AI by developing, deploying, and operating "D1," a semi-domestic compact humanoid.

■D1

D1 is a semi-domestic compact humanoid developed and provided by ZEALS. Incorporating world-class technology and components, its AI, control systems, and assembly are driven primarily in Japan. Designed specifically for Japanese indoor environments, D1 features natural dialogue, navigation, mobility, multilingual support, and dual-arm operational assistance. It aims for social implementation in frontline environments facing severe labor shortages, including healthcare/nursing care, manufacturing/logistics, and hospitality.