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OPTiM Corporation
(TSE: 3694)

Significant Raise in Starting Salary for 2025-2026 New Graduates Announced for Second Consecutive Year Up to 20% Raise across All Job Categories

OPTiM Corporation (hereinafter referred to as OPTiM), the market leader in AI, IoT, and Big Data platforms, announces that it has decided to significantly raise in starting salaries for new graduate hires. Following the raise in starting salaries for engineer positions from 250,000 yen per month to 300,000 yen per month for April 2025 recruits, we will also raise starting salaries for other positions from 250,000 yen per month to 270,000 yen per month for those joining in April 2026. This initiative aims to enhance our recruitment competitiveness in response to current competitiveness for talent acquisition while securing the living standards of each employee and creating an environment where they can work with confidence over the medium-to-long term.

We will continue to consider and strengthen improvement measures for the entire organization, including initiatives for both new graduates and existing employees.

■Background and Objectives

OPTiM aims to "make a major positive impact on people worldwide" by creating innovative products and services in the rapidly expanding DX and AX (AI Transformation)^{*1} market. For our business growth, we believe that enabling talented individuals to maximize their potential is the most critical success factor. Meanwhile, Japan's recruitment market continues to face intense competition for talent, and with the declining working population due to the aging society and low birth rate, recruitment competition is expected to intensify further.

In light of these circumstances, we have decided to raise in starting salaries to enhance our recruitment competitiveness by offering attractive compensation packages and to provide an environment where employees can work with confidence over the long term.

■Overview and Future Prospects

For engineering positions, we have already implemented a 20% raise in starting salaries for new graduates joining in April 2025, raising them from 250,000 yen per month to 300,000 yen per month. Furthermore, starting from April 2026, we will implement an 8% raise in starting salaries for other positions as well, raising them from 250,000 yen per month to 270,000 yen per month.

Additionally, recognizing that many new graduate engineers already possess exceptional engineering skills at the time of hiring, we have maintained and actively applied a flexible compensation system that allows us to make higher salary offers based on individual skill levels, rather than adhering to a uniform salary structure.

In conjunction with this decision, we have also determined to gradually raise the salary ranges for existing employees across all positions. We will continue to focus on developing an environment where all employees throughout the organization can work with peace of mind over the medium-to-long term.

■About New Graduate Recruitment

For details, please visit our New Graduate Recruitment website.

<https://www.optim.co.jp/recruit/new-graduate/>

※1 An initiative focused on utilizing various AI technologies to drive digital transformation across the entire company.

■[About OPTiM Corporation](#)

OPTiM is a leader in internet-based services that improve its clients' interactions with technology in all aspects of everyday life. Its solutions provide comprehensive IoT management and multifunctional remote communication. Its business partners include NTT East, NTT West, NTT DOCOMO, OTSUKA, SoftBank, Canon Marketing Japan, Panasonic Solution Technology, Ricoh Japan, KDDI and Fujifilm Business Innovation Japan. Based in Tokyo, Japan, its corporate motto is, "We make the net as simple as breathing."

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■Media Contacts

Public Relations

press@optim.co.jp