

July 1, 2025
UT Group Co., Ltd.

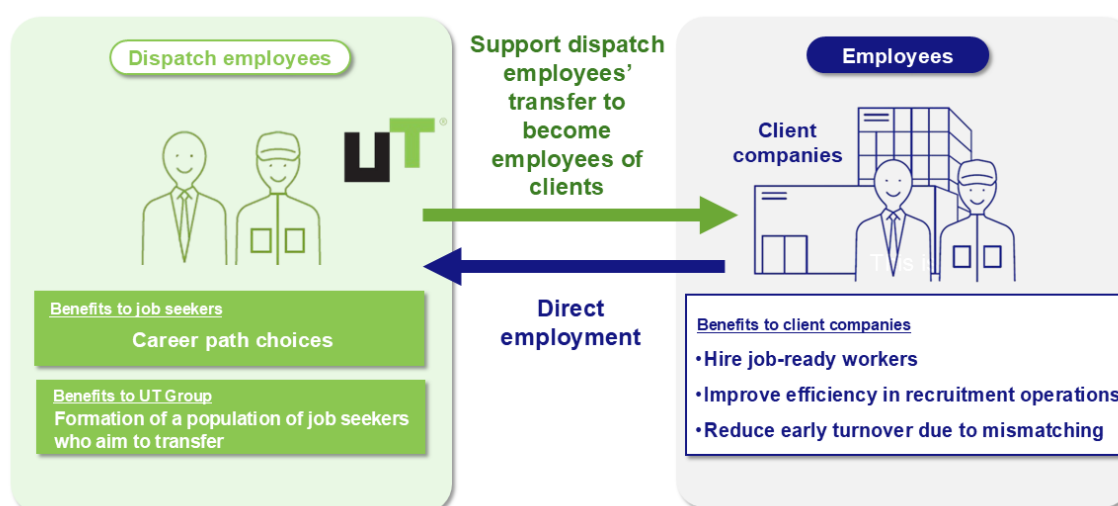
UT Group's employees who transferred to client companies and became their employees, using the "Next UT" support system, exceeded 5,000

Contributing to career development of UT Group's dispatch employees working in the semiconductor and automotive industries and to solving companies' human resource issues

UT Group Co., Ltd., a company specializing in the dispatch of workers to manufacturers' production sites, has been transferring employees (who work at client companies as "dispatch employees") to direct-employment status at its client companies by use of the Next UT. This arrangement has advantages through facilitating career development of the employees and providing one of recruitment channels to clients. The number of employees who have transferred by use of Next UT has surpassed 5,000 employees*.

■ About Next UT

Next UT is a system that began operating in 2015 to support both the career development of dispatch employees and to help solve human resource issues at client companies. We have been promoting the transfer of our employees to client companies in response to the needs of our client companies and our employees who have accumulated experience in the manufacturing industry.

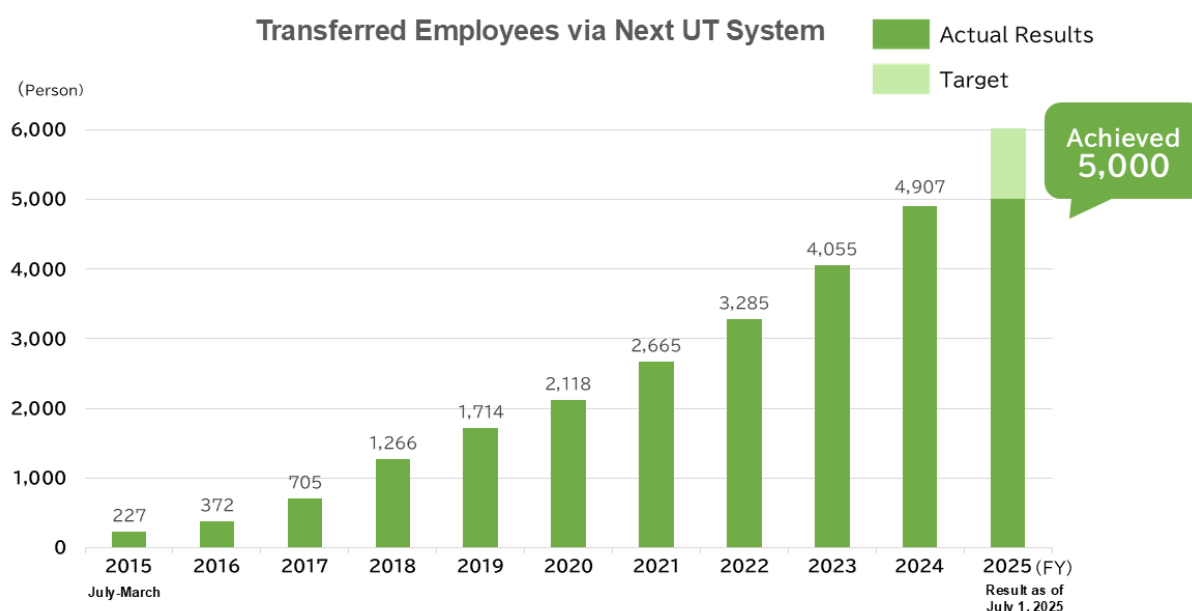


Against the backdrop of the declining working-age population in Japan, labor shortages in manufacturing and other industries have become a serious social issue. Under these circumstances, we are contributing to strengthening the human resource portfolio in the manufacturing industry through human resource development and dispatch according to the needs of our client companies, and through Next UT.

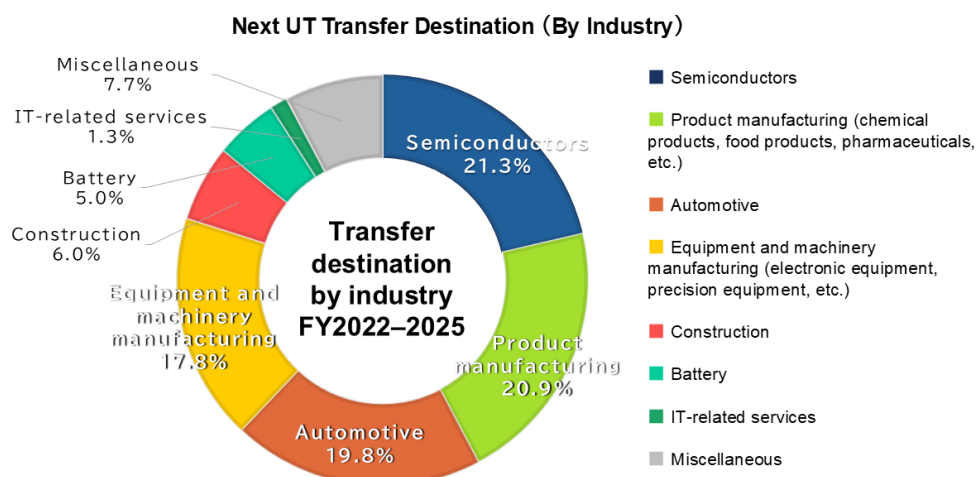
While providing a variety of career path options tailored to the preferences of each job seeker and each dispatch employee, the promotion of Next UT provides motivation for our employees to work, and also provides an opportunity for our client companies to directly hire ready-to-work personnel who have proven themselves in the workplace.

■ Next UT's cumulative results

In about 10 years since 2015, we have transferred more than 5,000 employees and have steadily supported the career development of dispatch employees. These numbers represent one of the achievements of our mission to “Create vigorous workplaces empowering workers.” We aim to further expand it in the future.



(*) Cumulative number of transfers in the entire UT Group from 2015 to July 1, 2025



■ Comments from UT Group's dispatch employee who realized the transfer

[S san (30s, male) transferred to a semiconductor-related company]

I joined UT in pursuit of my further growth by utilizing my experience as a temporary employee at a semiconductor manufacturing site. At the workplace, I worked to improve productivity and propose improvements while giving attention to film-depositing time and the -operation of the equipment. I took on the challenge of the employee promotion test because I wanted to support the workplace from a responsible standpoint and realize improvement proposals from a deeper perspective. Going forward, I will proactively propose improvements in the workplace where higher efficiency is required, and in the future, I would like to be involved in human resource development as a person supporting the team.

[A san (20s, male) transferred to a major automaker]

During my six years as a dispatch employee, I was in charge of all the processes, including the assembly of the car bodies, and gained a wide range of experience in automobile manufacturing. At my workplace, there was an employee who was devoted to caring for team members and creating a good atmosphere in the workplace. That person eventually became my goal and I was aiming for a transfer. I am proud of myself for having made so much effort and to have been recognized as an employee. From now on, as a process leader, I will work hard to create an environment where members can work happily for the long term.

■ Comments from client companies that received employees transferred from UT Group

[Mr. Y, General Manager, General Affairs Department of a semiconductor-related company]

We used the Next UT because we wanted to hire dispatch workers who have a track record of working at our company as our full-time employees and expand the scope of their work in order to achieve both their personal growth and our corporate development. We feel that the biggest advantage is a very low risk of mismatching after hiring because these transferred employees have the proven track record of employment. In addition to reducing the time and cost required for training on internal rules and business operations, we also believe that the smooth launch of operations is another major advantage because these individuals have already built relationships of trust in the workplace and cooperation with other departments.

[Mr. Y, General Manager, Labor Affairs Department of an automobile-related company]

We were able to welcome reliable employees who intend to settle here. This was because they were able to experience our corporate culture indirectly through the period when they were involved in our manufacturing as dispatch employees, and there was little mismatch between both sides. Some people in the workplace have said, "Having highly motivated persons who take on a wide range of tasks has revitalized the atmosphere in the workplace." This transfer system has contributed significantly to our stable production activities, and we will continue to use Next UT.

■ Comments from UT Group President Manabu Sotomura



Next UT, which was launched in 2015, is a mechanism that symbolizes our corporate purpose of “aiming to realize a society in which all people who are willing to work are equally given opportunities for skill development and career formation, and are treated fairly.” In the 10 years since the launch of the system, more than 5,000 employees have transferred to the client companies, and each of them has taken a new step in their careers. This achievement is

not only a proof of our pride but also of our responsibility to society. Going forward, we will continue to support each and every person who wants to work, and bring out the full potential of all people.

■ Future development

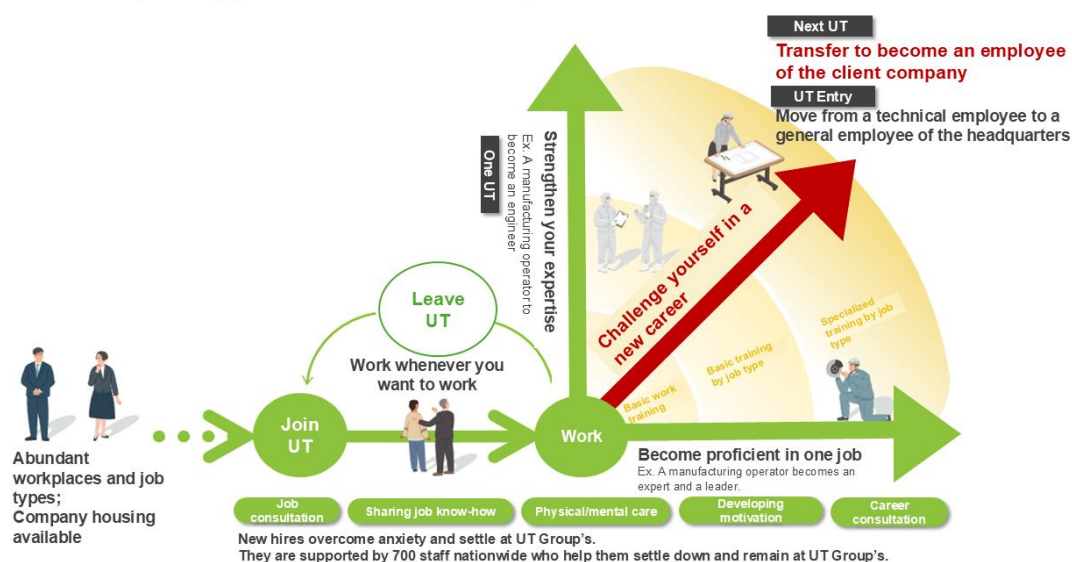
In keeping with our corporate purpose of “aiming to realize a society in which all people who are willing to work are equally given opportunities for skill development and career formation, and are treated fairly,” the UT Group has been committed to human resource development and career development. In response to the growing labor shortage in the manufacturing industry, we will continue to promote the recruitment and development of human resources who can play an active role in the long term together with our client companies. In addition, we will continue to contribute to the creation of new value in the human resources service industry while the workstyle continues to diversify.

Related news release:

https://www.ut-g.co.jp/id3neq81fx/wp-content/uploads/2024/09/Release_en_20240930.pdf

(Reference material)

UT Group's support for career development



[About UT Group]

Since its founding in 1995, UT Group has consistently grown by focusing on the growth of its employees and the provision of reassurance in their lives.

UT Group dispatches workers to the manufacturing industry as its main business and provides services in a variety of fields, beyond the boundaries of regional areas, industries, job types, and working hours. In keeping with the Mission, "Create vigorous workplaces empowering workers," UT Group is committed to creating "a future workstyle platform," which will become a new component of social infrastructure, with the aim of realizing a sustainable society in which both workers and companies can grow.

Company Outline

Company name: UT Group Co., Ltd. (listed on the Prime Market of the Tokyo Stock Exchange)

Website: <https://www.ut-g.co.jp/>

Location: Denpa Bldg. 6F, 1-11-15 Higashi-Gotanda, Shinagawa-ku, Tokyo 141-0022

Representatives: Yoichi Wakayama, Chairman and Representative Director

Manabu Sotomura, President and Representative Director

Founded: April 2, 2007

Capital: 1.4 billion yen (March 31, 2025)

Business: Personnel dispatch, outsourcing and placement businesses in manufacturing, design and development, and other sectors

Number of employees: 36,344 on a consolidated basis (March 31, 2025)

[For inquiries]

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