

November 15, 2021

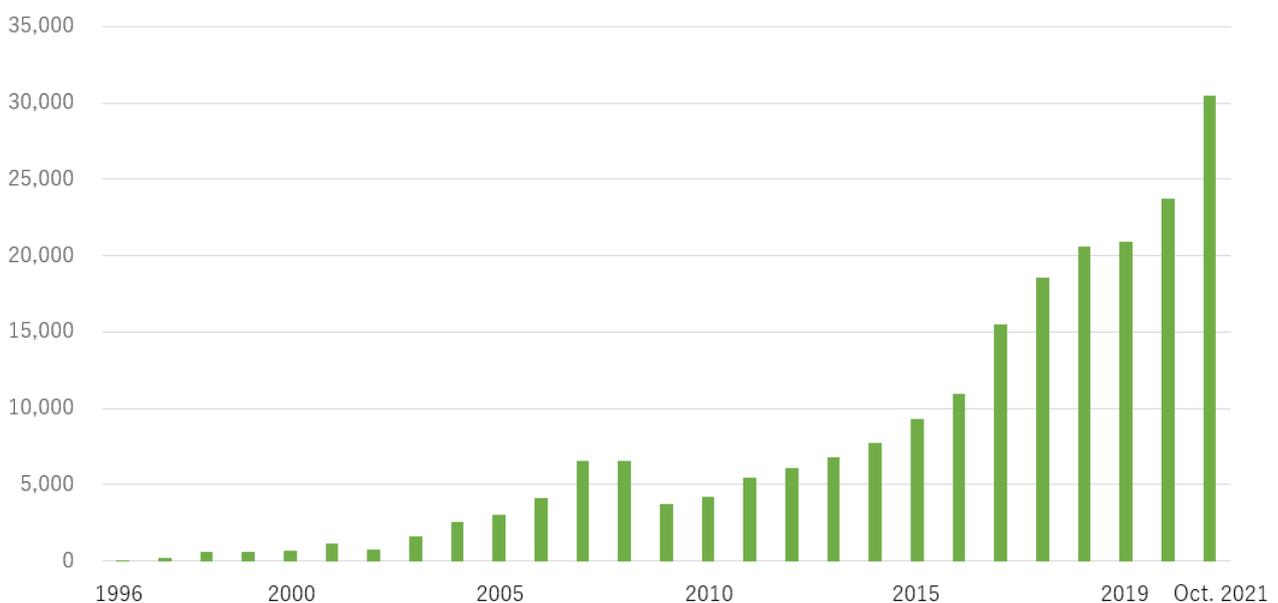
Company name: UT Group Co., Ltd.
 Representative: Yoichi Wakayama, President,
 Representative Director & CEO
 (Securities code: 2146, TSE First Section)
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UT Group's Number of Technical Employees Surpassed 30,000

UT Group Co., Ltd. is engaged in the dispatch of indefinite-term (open-ended) employees mainly in the manufacturing and engineering areas. Its number of technical employees¹ in Japan has surpassed 30,000 employees as of October 31, 2021.

Note 1: Employees who are dispatched to customers' workplaces

Number of Technical Employees



UT Group upgraded its market listing to the First Section of the Tokyo Stock Exchange in 2019. To realize the medium-term management goal "Create a 'diversity & inclusion' workstyle platform," we have been promoting three growth strategies: "One-Stop Strategy for Major Manufacturers," "Area Platform Strategy"

and “Solution Strategy.” The last strategy is to support major manufacturers' structural reforms or transformation. In 2020 when the domestic manufacturing industries faced a difficult situation due to the COVID-19 outbreak, we re-affirmed our policy to give the highest priority to maintaining employment of our technical employees who were dispatched to clients' workplaces, based on the lesson we learned during the global financial crisis of 2008. We have therefore made efforts to compensate employees for their being furloughed from work and to coordinate with client companies. Another reason that we were able to maintain dispatch contracts with clients under severe circumstances was that we had strengthened the relationship with our clients by promoting the "Top Share Strategy" to increase the ratio of our dispatched workers in the client workplaces. Since the second half of fiscal 2020, personnel demand has rapidly recovered and we have been aggressively hiring around 1,500 mid-career people per month.

The following factors have contributed to the number of technical employees exceeding 30,000:

1. Strategic hiring activities and enhanced hiring capabilities

In 2020 the worker dispatch market was temporarily reduced due to the COVID-19 spread, but since the latter half of the same year, personnel demand has rapidly recovered and we have been actively engaged in hiring activities. By strengthening our own hiring functions, we are currently hiring more than 1,000 mid-career people every month.

2. Expanded use of carrier platforms

(1) Making leading local companies join the UT Group

From the fiscal year ended March 2020 to the present, Support Systems Co., Ltd., Seekel Co., Ltd., (2 Group companies), SURI-EMU Corp. (4 Group companies), and Progress Co., Ltd. (2 Group companies) have joined the UT Group. We aim to further deepen our career platform in areas and to expand the quality of workplaces for our employees.

(2) Support for structural reforms of major corporate groups

As a way to support mobilization of human resources of group companies, which belong to three major corporate groups, Toshiba, Fujitsu, and Hitachi, we have entered into capital alliances with or have acquired shares of these group companies, which are currently operating as subsidiaries of UT Group.

- Toshiba Group (3 companies):
 - TBL Services Co., Ltd. (changed company name to UT Business Services Co., Ltd.; merged with UT Toshiba Co., Ltd. in January 2021)
 - Toshiba Information Systems Products Co., Ltd. (changed company name to UT System Products Co., Ltd.)

- Toshiba Office Mate Co., Ltd. (changed company name to UT Toshiba Co., Ltd.)
- Fujitsu Group (2 companies):
 - Fujitsu Aprico Ltd. (changed company name to Fujitsu UT Co., Ltd.)
 - Fujitsu FSAS Creative Inc. (changed company name to UT FSAS Creative Co., Ltd.)
- Hitachi Group (1 company):
 - Mito Engineering Service Co., Ltd. (changed company name to UT MESC Co., Ltd.)

3. Enhanced capabilities as a carrier platform

In our core business area of worker dispatch to major manufacturers, we have strengthened support for manufacturing engineers' career formation and have worked on further improving customer satisfaction and retaining employees. We have enhanced various functions as a platform for individual technical employees to make career plans and decisions not only for jobs as operators in manufacturing but also inclusive of other options.

In particular, in order to develop semiconductor manufacturing equipment engineers, who are increasingly in strong demand, we opened dedicated training facilities named Technology Skill Development Centers in four locations nationwide: Kitakami City (Iwate Pref.), Yokkaichi City, (Mie Pref.), Osaka City (Osaka Pref.), and Kumamoto City (Kumamoto Pref.). Up to October 31, 2021, 466 employees have been trained and dispatched as engineers at client companies.

* Release for reference: "UT Group Opens the Fourth Technology Skill Development Center in Osaka"
https://www.ut-g.co.jp/english/news/b0621d0000005klq-att/release_210622_en.pdf

In addition, we have established a system in which 620 Career Partners and 15 Professional Career Partners², who have been internally qualified, support careers of technical employees.

Note 2: As of October

Future plans

Our target is to have 34,000 employees by the end of the current fiscal year (March 2022). From next April, we will extend our career formation support functions to be applicable to employees of our merged companies. Under the 2030 long-term management vision of "Becoming the company with the next workstyle platform," we aim to realize a platform that allows more people to work in diverse ways and to choose their own career path, with targets to achieve 600 billion yen in sales and 100 billion yen in EBITDA.

References

For releases on the leading local companies which have recently joined the UT Group, please click the corporate names below:

[Support System Co., Ltd.](#)

[Seekel Co., Ltd.](#)

[SURI-EMU Corp.](#)

[Progress Co., Ltd.](#)

Company Overview

Company name: UT Group Co., Ltd. (listed on the TSE First Section of the Tokyo Stock Exchange)

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

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

Representative: Yoichi Wakayama, President and CEO

Founded: April 2 2007

Capital: 6.8 billion yen

Business: Dispatch of indefinite-term (open-ended) employees in areas of manufacturing, design, development, construction, etc.

Number of employees: 38,527 (consolidated; as of March 31, 2021)

[For inquiries]

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