

November 9, 2020

Company name: UT Group Co., Ltd.
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Representative Director & CEO (Securities code
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UT Group Technology Skill Development Centers, Specialized for Development of Semiconductor Manufacturing Equipment Engineers, will be Established by March 2021

**The first center opens in Kitakami City, followed by those in Yokkaichi City and Kumamoto
City within fiscal 2020, for development of 3,000 engineers over the next three years**

UT Group Co., Ltd. is engaged in dispatch services of indefinite-term employees in the manufacturing and engineer areas. Its wholly-owned subsidiary UT Aim Co., Ltd., which operates business mainly in the manufacturing sector, will open the UT Group Tohoku Technology Skill Development Center in Kitakami City, Iwate Prefecture, on December 10, 2020.

The Tohoku Center will start operation on the same day, and the UT Group Tokai Technology Skill Development Center will also be established and start operation in Yokkaichi City, Mie Prefecture, and the UT Group Kyushu Technology Skill Development Center, in Kumamoto City, Kumamoto Prefecture, within fiscal 2020 ending March 31, 2021. The latter two centers will be based on the Kitakami Model but have a skill development program tailored to their respective target client needs.

1. Purpose of establishing the UT Group Technology Skill Development Centers

UT Aim has been the industry's top-class provider of personnel for the manufacturing industry by appropriately satisfying client needs, and the semiconductor sector has been one of its major markets.

UT Aim has so far focused on providing operators of production processes and engineers engaged in the upstream processes. The company is now promoting the "One-stop strategy to provide personnel to large manufacturers" – one of the three growth strategies of UT Group's Fourth Medium-term Business Plan (FY3/2021-FY3/2025; the other two being the Solution Strategy and the Area Platform Strategy). In this regard, the UT Group Technology Skill Development Centers will be established to develop

semiconductor manufacturing equipment (SME) engineers. The enhanced development of personnel in this segment will lead to raising the quality of service provided to clients.

2. Features of the UT Group Technology Skill Development Centers

In the semiconductor sector UT Group has expanded business by satisfying client needs and establishing strong relationships with them. We intend to devise a practical skill development program that reflects clients' needs. Initially, we will provide two job categories of SME engineers: 1) SME maintenance and inspection and 2) monitor of production processes by evaluating, analyzing, and improving SMEs. We will also assign experienced personnel in the semiconductor manufacturing who will be trainees to train and give guidance to employees. In addition, a scheme to continually develop trainers internally will be devised.

Employees to be developed in the UT Group Technology Skill Development Centers will include not only new hires and mid-career hires but also UT Aim's active employees who apply for the One UT program – one of UT Group's career development support programs (see details below).

Features of training programs of the UT Group Technology Skill Development Centers

Three main features of the UT Group Technology Skill Development Centers' training programs are as follows:

1) 2-3 month time-series programs

Program participants are trained before assignment, during a training period at the Center, and even after assignment as a follow-up. This is not a one brief program but covers a longer-time span, as a sequential program.

2) Two-tiered training curriculum

This two-tiered training curriculum provides training for basic skills, regardless of job categories, and then for specialized knowledge and skills needed for a particular job category. The basic skills include ability needed in the workplace, such as for communication and teamwork. The specialized knowledge and skills start from understanding of technical terms and safety to how to use various tools, understanding of diverse devices and units, and learning how to operate them. The UT Group Technology Skill Development Centers will have diverse devices, units, and tools and employees can learn and acquire skills through actual practice, in addition to lectures.

3) Target job categories for development of SME engineers

Initial target job categories to develop SME engineers are for 1) SME maintenance and inspection and 2) monitor of production processes by evaluating, analyzing, and improving SMEs. In the future we plan to include jobs for equipment installation and for trouble shooting as target job categories. Skill

development for a wide range of job categories of SME engineers is UT Group's strength, which enable us to respond more to personnel needs of clients.

Further down the road, we are thinking about receiving employees of client companies in our training programs, cooperating with those in charge of training at client companies, and mutually making use of programs. We identify the UT Group Technology Skill Development Centers as a powerful driver to train and assign 3,000 SME engineers within the next three years.

[For reference] One UT

The One UT program supports employees who work in manufacturing workplaces to change a career to that of an engineer in UT's group company even with no experience in engineering. More than 400 employees with no experience as an engineer changed their career and became engineers in equipment/facility maintenance, design & development, construction, IT, and other sectors in fiscal 2018 ended March 2019.

3. Future plan

The UT Group Tohoku Technology Skill Development Center will first open and start operation in Kitakami City, Iwate Prefecture, followed by opening of the Centers in Yokkaichi City, Mie Prefecture, and Kumamoto City, Kumamoto Prefecture, within the current fiscal year. By using these three Centers, 3,000 employees will be trained and assigned within the next three years.

In the future, we plan to devise a scheme to train or receive follow-up training by UT Group's trainers and also a scheme to continually develop trainees internally. By further enhancing training for employees, we will be able to provide higher-quality services to clients.

[For reference] UTACC

UT Advanced Career Center (UTACC) is a training facility for engineers that we developed in order to respond to client needs for engineers. Learners receive practical training by instructors (former engineers) and obtain basic necessary knowledge within a limited period. The UTACC also has a program for actively-working engineers to step up in their careers or to obtain multiple skills.

Corporate outline

Name: UT Group Co., Ltd.
Address: 1-11-15 Higashi-Gotanda,
Shinagawa-ku, Tokyo, Japan
Representative: Yoichi Wakayama, President,
Representative Director & CEO
Established: April 2, 2007
Capital: ¥680 million
Business: Indefinite-term work dispatch
services for manufacturing,
design, development
construction, and other sectors

Corporate outline

Name: UT Group Co., Ltd.
Address: 1-11-15 Higashi-Gotanda,
Shinagawa-ku, Tokyo, Japan
Representative: Nobuyuki Tsukui, President &
Representative Director
Established: April 14, 1995
Capital: ¥500 million
Business: Manufacturing dispatch and
outsourcing services for
manufacturers; support
services for foreign workers