

April 1, 2022

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UT Group Launches JOBPAL, a Comprehensive Job Site For Dispatch Workers

Extending access to UT Group's unique career support programs is being considered with the aim of competitively strengthening its hiring capabilities

UT Group Co. is launching "JOBPAL" (<https://jobpal.jp/>), a job site for dispatch workers on April 1, 2022,. UT Group is engaged in dispatch of open-ended (indefinite-term) employees, mainly in the manufacturing and engineering fields.



The screenshot shows the JOBPAL website interface. At the top left, it says "イキイキはたらく あなたのミカタ" and "JOBPAL". In the center, there are three green buttons: "仕事を探す", "特集・コラム", and "サポート". On the right, there are icons for "JOBPALとは", "面談応募", and "気になる求人". Below these, it says "全国の工場・製造業・事務・サービス業の求人を多数掲載" and "更新 求人数 1,513件". The main visual is a large graphic with the text "イキイキはたらく あなたのミカタ" and "JOBPALとは" next to a stylized white and green shape that resembles a person's profile. The profile is filled with three photos of smiling people: a woman, a man on a phone, and a man in a hard hat.

UT Group has a track record of hiring around 1,000 employees per month – one of the largest such activities in scale in Japan – and is aiming to further expand its recruitment scale. As part of UT Group

efforts to do this, a new website, JOBPAL, is about to be launched and with a contribution from JOBPAL we aim to acquire approximately 700,000 users and 80,000 job postings per year by 2025. In addition to posting on the site job information of 12 UT Group companies, we intend to make JOBPAL contribute to expanding UT Group's overall hiring capabilities. We are considering offering access to our unique, powerful career support programs such as One UT¹ and Next UT² to men and women presently working outside our group.

1: One UT

One UT is a program that supports employees in manufacturing dispatch positions to change careers by moving to engineering positions of Group companies. Accepted applicants receive extensive training. In FY3/2022, 502 employees (as of February 28, 2022) of UT Group used this program and changed their jobs.

2: Next UT

Next UT is a program system that supports our experienced technical employees' decision to transfer to client companies as fulltime employees. Next UT enables our clients to hire competent workers with good job-related attitudes, and motivate our employees by making available broader career development options.

■ Main Features of JOBPAL

[Website name]

JOBPAL is a neologism, which combines “JOB” and “PAL”. It incorporates our wish that this website will embody the great feature of UT Group, that the Group companies stand by their people, and will become a popular job site for many people.

[Benefits for job seekers]

1. Greater ease of find job opportunities that match preferred working conditions

JOBPAL allows job seekers to search for a job of their choice in terms of factors such as geographic area, detailed conditions (accessible dormitory, proximity to the station, etc.), and popular criteria (experience not required, free dormitory fees, high income, transfer service, etc.). They will therefore find it easy to search for a job that matches their desired working conditions. JOBPAL's rich content also includes the information on the workstyles of dispatch workers and interviews with UT Group current employees — useful materials for job seekers.

2. Industry's top-class volume in local dispatch job postings

Many leading local dispatch companies throughout Japan have joined UT Group and we therefore have a large number of good job offers for each region.

3. Incentives for new hires

We offer a variety of incentives to those who join UT Group.

Incentive examples

- 1) **All new hires:** Receive a digital gift card worth 30,000 yen (choose from Amazon, LINE pay, etc.)
- 2) **Those who join at the end of month:** Receive a subsidy to cover social insurance premium of that month.
- 3) **After one month of employment:** For some job posts, a cash inducement for joining the company will be provided.

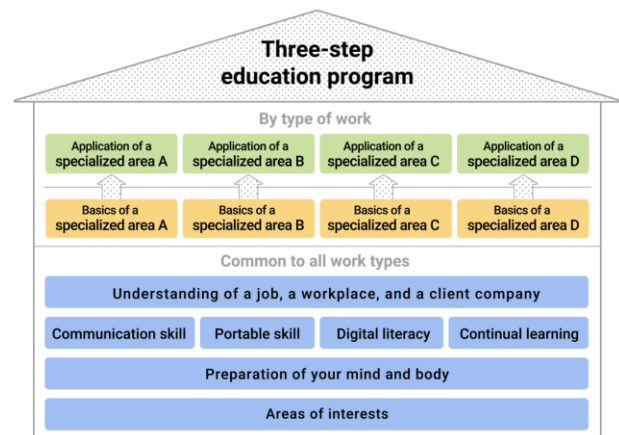
[Benefits for companies considering posting job offers]

1. UT's dispatch workers, even those with no experience will be work-ready

UT Group strengthens the support skill development and career advancement of employees to be dispatched to client companies, . We thus enhance customer satisfaction and retain employees.

We find it important that our employees learn the basic work skills and then advance to develop professional skills, so that even the unexperienced associates can get on with their work feeling reassured.

We have therefore established a "three-step" education system that starts from the basic learning and moves on to advanced learning. This step-by-step education system allows employees to first learn important basic social abilities, such as basic communication skills, problem solving skills, and self-management skills, and then acquire specialized skills required by each job.



The UT Advanced Career Center (UTACC) for the development of engineers and the Technology Skill Development Centers, which are dedicated to the development of semiconductor manufacturing equipment engineers, provide technical training to our dispatch workers in line with the needs of client companies.

● UT Advanced Carrier Center (UTACC)

UTACC is a training facility that provides short-term training for acquisition of the skills and knowledge required in the field and to foster manufacturing engineers who become ready to work at the client's

manufacturing site. UTACC has a variety of practical programs for all engineers whether they are highly or little experienced.

- **Technology Skill Development Centers**

Technology Skill Development Centers for developing semiconductor manufacturing equipment engineers have been established in four locations: Kitakami City (Iwate Prefecture), Yokkaichi City (Mie Prefecture), Osaka City (Osaka Prefecture), and Kumamoto City (Kumamoto Prefecture). Starting with basic working skills to developing knowledge and skills in specialized areas, we develop engineers who have the resilience needed to adapt to a wide range of roles in semiconductor manufacturing.

UT Group has set up a long-term management vision for 2030 of "Becoming the company with the next workstyle platform." We are committed to realizing a platform that allows more people to work in diverse ways and choose their own career.

Company Overview

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

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

Location: Denpa Building, 6F, 1-11-15, Higashi Gotanda, Shinagawa-ku, Tokyo

Representative: Yoichi Wakayama, President, Representative Director & CEO

Founded: April 2, 2007

Capital: 6.8 billion yen

Business: Worker dispatch in the manufacturing, design, development, construction, and other sectors

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

End

[For inquiries]

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