

May 25, 2023
UT Group Co., Ltd.

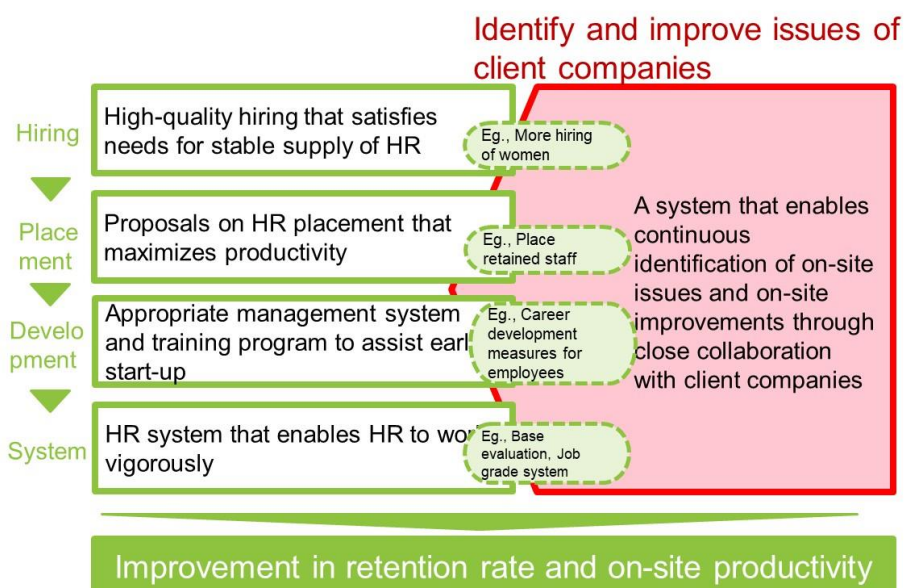
UT Aim Deploys Full-scale Human Resource Development and Dispatch Model Jointly with Client Companies in Semiconductor Industry Placement of 72 New Graduates to SCREEN SPE, as First Step

UT Aim Co., Ltd is deploying a full-scale human resource (HR) development and dispatch model with client companies (called "Better Workplace Model"). UT Aim, which is engaged in the Manufacturing Business segment of the Group, is a wholly-owned subsidiary of UT Group Co., Ltd. which dispatches its regular (indefinite-term) employees to assignments in the manufacturing and engineering fields.

As the first step, UT Aim will place 72 new graduates to work at SCREEN Semiconductor Solutions Co., Ltd. (Head Office: Kyoto City, Kyoto Prefecture; President & CEO: Masato Goto; "SCREEN SPE" hereafter) and the two companies will jointly develop them.

In addition to hiring personnel who are to be engaged in the semiconductor industry, UT Aim has been involved in supporting HR development and career development that reflect the needs of client companies, such as training semiconductor manufacturing equipment (SME) engineers¹ at its Technology Skill Development Center, which is operated at a total of four bases in Kumamoto, Iwate, Mie, and Osaka Prefectures, as well as interviews and evaluations of its full-time, indefinite-term employees who are dispatched to client companies. Going forward, we will not only train and dispatch human resources who play a role in the adjustment of supply and demand for production fluctuations in the semiconductor industry, but also acquire them for the long-term development of the future of the semiconductor industry, while also strengthening the HR development and dispatch model in cooperation with client companies.

In this model, we will cooperate with client companies in training even those with no experience to ensure their acquisition of the necessary skills at an early stage, and in continuously identifying and improving on-site issues. We thereby aim to create better workplaces for both client companies and assigned employees, and to improve the retention rate of assigned employees and on-site productivity.



HR Development and Dispatch Model with client companies (called "Better Workplace Model")In

this collaboration with SCREEN SPE, we have customized the education curriculum of the Technology Skill Development Center to meet the needs of SCREEN SPE and have sent our instructors directly to SCREEN SPE to provide training. Even after the placement of our employees, we will cooperate in all aspects including the improvement of their skills and their work environment.

Future plans

UT Aim will continue to hire and develop human resources together with semiconductor-related client companies in response to the ongoing shortage of human resources in the semiconductor industry. In addition, we plan to deploy this collaborative human resource development and dispatch model not only in the semiconductor industry but also in other manufacturing industries.

End

1: Engineer with the knowledge and skills to manage facilities and equipment in the semiconductor manufacturing process and to plan for productivity improvement.

Reference Information

■ Press Releases related to UT Aim and Semiconductors

UT Group has produced more than 1,000 semiconductor manufacturing equipment engineers: Enhancing educational curriculum to increase practicality with the aim of producing 5,000 work-ready engineers by 2025

https://www.ut-g.co.jp/id3neq81fx/wp-content/uploads/2022/06/release_20220606_en.pdf

■ Number of engineers produced by Technology Skill Development Centers: 1,539 (cumulative number as of April 2023)

Breakdown of engineers by four Technology Skill Development Centers

FY3/2022: 238 in Tohoku, 299 in Tokai, 65 in Kansai and 257 in Kyushu = 859 in total

FY3/2023: 234 in Tohoku, 274 in Tokai, 65 in Kansai and 107 in Kyushu = 680 in total

【SCREEN Semiconductor Solutions Co., Ltd.】

SCREEN Semiconductor Solutions (SCREEN SPE) has continuously held the number one position in the global market for semiconductor cleaning equipment and provides a range of semiconductor production equipment and services to a variety of semiconductor production processes around the world. To increase production capacity, the new S3-5 factory will begin operation in January 2024. SCREEN SPE ensures stable supply of SPE and is also striving to implement measures to reduce its environmental impact, such as using renewable energy and reducing liquid waste and discharge water.

The SCREEN Group will celebrate its 80th anniversary in October 2023. By delivering creative solutions based on its strength in manufacturing, the Group will endeavor to remain on the frontier of innovation and advancement of technology, and thereby achieve a prosperous and brighter future.

【UT Group Co., Ltd.】

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 Overview

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

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

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

Representative: Yoichi Wakayama, President, Representative Director & CEO

Founded: April 2, 2007

Capital: 680 million yen

Business activities: Dispatch of indefinite-term employees in areas of manufacturing, design, development, construction, etc.

Number of employees: 48,163 (consolidated, as of March 31, 2022)

[For inquiries]

UT Group Co., Ltd.

Public Relations Section, Management Support Unit, Management & Human Resources Support

Division

Tel: +81-3-5447-1710

E-mail: prer@ut-g.co.jp