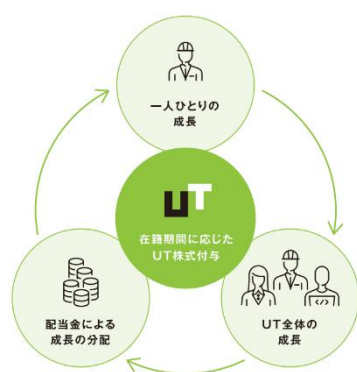


August 25, 2025
UT Group Co., Ltd.

UT Group launches unique point program to distribute company shares to temporary employees using 30% of net income for the current fiscal year as capital

New human capital management leading to long-term relationships with temporary employees

UT Group Co., Ltd., a company, which operates a temporary staffing business in the manufacturing sector, has launched a unique point program that awards shares based on the accumulated working hours (*1) and point rankings of temporary staff (*2) employed by UT Group.



This program embodies one of the key measures of our fifth medium-term management plan, “Building a foundation for sustainable business growth through investment in human capital,” and is a measure aimed at “building long-term relationships with employees.” UT Group has always believed that the growth of each temporary employee leads to the growth of UT Group as a whole, and has supported the career development of temporary employees.

In recent years, with the diversification of work styles and an increase in job changes tailored to different stages of life, there has been a growing need to create a system that allows employees to return to work at UT Group after leaving the company.

This program recognizes the time spent working through the UT Group as valuable and uses 30% of the current fiscal year's net profit (estimated at approximately 2.3 billion yen for the fiscal year ending March 2026) as the funding source. It will distribute shares to dispatch employees based on accumulated working hours. The accumulated working hours eligible for this program will begin to be counted from July 2025, with share distribution starting from June 2026.

*1 Refers to our technical employees. *2 Total hours worked by temporary employees under UT employment. *3 Performance forecast based on financial results forecast as of August 8, 2025.

■Features of the Point Program

1. Accumulate working hours and receive shares

Points are accumulated based on the number of hours worked at UT Group, and these points can be exchanged for UT Group shares. Each quarter, treasury shares are acquired using 30% of net income as capital, and shares are distributed twice a year. In addition, dividends are distributed on each dividend payment date.

2. Encouraging flexible working styles with freedom to join and leave the company

After leaving UT Group, your point rank and points will be maintained for five years and will be carried over when you rejoin UT Group.

3. The longer you work, the higher your point rank will be, and the more shares you will receive.

The point rank increases according to the total working hours at UT Group, and the point accrual rate increases. This system allows us to build long-term relationships with temporary employees while balancing each individual's work style according to their stage of life with the growth of the company.

<About Point Rankings>

Based on the number of months worked up to June 2025, an initial point rank will be set in six levels (from highest to lowest:

Black, Platinum, Gold, Silver, Bronze, and Green) according to the accumulated working hours at the applicable affiliated company.

The higher the accumulated working hours, the higher the rank, and the higher the point award rate.

■Background to introduction

1. Diversifying work styles and changing values

In recent years, with the diversification of lifestyles and values, there has been a growing trend toward working styles that are not bound by lifetime employment. There is an increasing need for flexible working styles, such as reduced working hours, returning to work after a break, and active job changes. Therefore, in addition to the environment we have built for temporary employees to find stable employment, we believe it is necessary to evaluate the “time worked” itself as a value.

2. The value of temporary workers’ “hours worked,” even if intermittent, adds up.

“The hours worked by temporary employees may appear to be intermittent at first glance, but they are indeed accumulated value and should be properly evaluated.” Based on this idea, we designed this program to visualize the hours worked as a temporary employee and convert them into value.

■How the point program works

1. target

Employee classification: Technical staff (full-time employees, temporary employees, contract employees)
affiliated company : UT Aim Co.,Ltd., UT Agent Co.,Ltd., UT SURI-EMU Co.,Ltd., UT Heartful Co.,Ltd.

2. operating period

We will continue to operate on a trial basis until March 2028 and decide whether to continue based on the results of the trial.

3. Flow until delivery of shares

① Accumulated working hours count

On July 1, 2025, UT Group began counting the cumulative working hours of temporary employees..

② Awarding points

On the 20th of each month, points are awarded based on accumulated working hours points rank for the previous month.

<How to check points>

You can check your points balance and point rank using the employee app content (see right).



③ delivery of shares

The conversion rate to shares is determined based on the net income attributable to parent company shareholders in the previous year, and points are automatically converted into shares every six months.

- Stock delivery conditions: Point rank Bronze or higher
- Start of stock delivery: Scheduled for June 2026

■Representative comments

UT Group Chairman Yoichi Wakayama

With the diversification of work styles, temporary staffing has become a popular choice. We believe that the hours worked by temporary staff are valuable, and we want to share our growth with them in the form of stock. The point program embodies this idea.

Linking the careers and growth of our employees to corporate value and rewarding that growth in the form of stock—this unique initiative by UT is a new challenge in human capital management, and we are confident that it will serve as an important foundation for our company's growth.



UT Group President Manabu Sotomura

We do not want to limit our relationship with each employee to a mere “employment relationship.” We want each temporary employee to be a fan of UT. To achieve this, it is essential to further develop service infrastructure that reflects changes in the values of workers. We have launched various services such as “Next UT,” a system for transferring employees to temporary assignment companies, and “One UT,” a program for changing job types for engineers. We will continue to develop services and strive to build long-term partnerships between workers and companies.



■Future developments

Through this program and various other services, we are working to enhance the value of working as a temporary employee and to create an environment that leads to career development and asset formation. We will continue to create new systems from the perspective of workers and aim to build a platform that is chosen by workers.

[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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