

October 24, 2025

UT Aim Opens Technology Capability Development Center in Chitose City, Hokkaido

Aiming to train 500 semiconductor engineers by the fiscal year ending March 2028

UT Aim Co., Ltd., a wholly owned subsidiary of UT Group Co., Ltd., the Hokkaido Technology Skill Development Centers will open in Chitose City, Hokkaido on November 5, 2025. UT Group operates a worker dispatch business in the manufacturing sectors, and its wholly owned subsidiary UT Aim provides staffing services to the automotive and semiconductor industries.

■Background of Establishment

The domestic semiconductor industry as a whole is facing a growing shortage of skilled personnel, necessitating the early development of talent and the establishment of a stable supply system. UT Aim has established “Semiconductor Technology Competency Development Centers”—training facilities for semiconductor engineers—at four locations: Iwate, Osaka, Mie, and Kumamoto¹. To date, we have assigned over 3,600 semiconductor professionals² to our client companies.

In recent years, semiconductor-related companies have been establishing operations in Hokkaido one after another, leading to the concentration of semiconductor manufacturing bases. Against this backdrop of industrial trends, demand for semiconductor engineers within the prefecture is expected to grow even further in the future.

The newly established “Hokkaido Semiconductor Technology Competency Development Center” in Chitose City, Hokkaido, aims to further advance nationwide human resource development initiatives. As a hub for cultivating semiconductor engineers in Hokkaido, it seeks to ensure a stable supply of semiconductor engineers.

■Regarding the Educational Curriculum

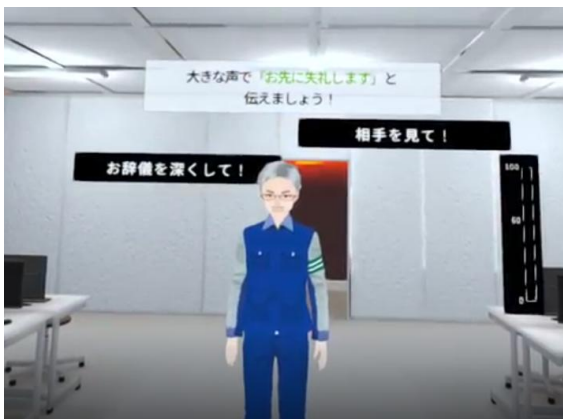
The Hokkaido Technology Competency Development Center will provide training for semiconductor engineers, primarily targeting individuals with no prior experience in the semiconductor industry and semiconductor operators, similar to existing facilities.

Basic Skills and Specialized Skills

Based on our client companies' desire to “foster interest in semiconductors and boost motivation for work,” we provide training that builds upon foundational skills to develop job-specific expertise. For specialized knowledge and skills, participants gain practical understanding through exercises—starting with industry-wide concepts, technical terminology, and safety protocols, progressing to understanding specific equipment and mastering various tools.

Specialized skills can be acquired in approximately 15 days for each of the three roles within semiconductor manufacturing equipment engineering: 1. Equipment assembly, on-site installation, and commissioning 2. Equipment maintenance, inspection, and servicing 3. Production process monitoring, equipment evaluation, analysis, and improvement Trainers assigned to instruct possess extensive experience in the semiconductor industry and are skilled in education and training techniques.

Introduction of VR Training



Our basic skills training includes VR-based programs. Beyond teaching the safety protocols essential for precision-demanding semiconductor manufacturing, these sessions provide hands-on communication training for engineers working in teams. This includes real-time assessment of factors like vocal projection, posture, and eye contact. Additionally, we have established a training system that equips employees with critical professional competencies such as problem-solving skills, the ability to

execute the PDCA cycle, and self-management capabilities.

Updating the curriculum to align with on-site realities

Our educational curriculum is developed based on preliminary interviews with client companies and survey results from employees currently assigned to client sites. We plan to continuously update it to reflect the evolving needs of client companies and feedback from graduates.

■Future Plans

Going forward, we will establish a system enabling the Hokkaido Technology Competency Development Center to assign semiconductor engineers to client companies, aiming to train 500 semiconductor engineers by the fiscal year ending March 2028. Furthermore, we will promote training for the over 3,900 semiconductor operators affiliated with UT Aim³, strengthening our capacity to assign semiconductor engineers throughout Hokkaido and nationwide. We aim to contribute to the development of the semiconductor industry.

- 1 ・ Technology Capability Development Center operational status as of the end of September 2025
- 2 ・ Number of semiconductor engineers assigned as of the end of September 2025
- 3 ・ Number of personnel engaged in operator duties within UT Aim's Semiconductor Business Division as of the end of September 2025

UT Aim Co., Ltd. Hokkaido Technology Competency Development Center Overview

Name : UT Aim Co., Ltd. Hokkaido Technology Competency Development Center

Opening Date : November 5, 2025

Address : 5-2-6 Suehiro, Chitose City, Hokkaido 066-0027

[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: 1.43 billion yen (June 30, 2025)

Business: Personnel dispatch, outsourcing and placement businesses in manufacturing, design and development, and other sectors

Number of employees: 35,705 (June 30, 2025)

[For inquiries]

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