

June 4, 2026

UT Group Co., Ltd.

UT SURI-EMU Conducted its "Second Labor Conditions Survey" of 738 Nikkei Workers.

Over 90% feel their standard of living has improved, and the number of people wishing to settle down is increasing.

A desire for career development and a need for Japanese language education have also become apparent.

UT SURI-EMU Co., Ltd., a manufacturing outsourcing service and worker dispatch company with Nikkei (Japanese-origin foreign) workers as its main workforce, is a wholly owned subsidiary of UT Group Co., Ltd., which is engaged in employee dispatch in the manufacturing sector. UT SURI-EMU will announce the results of its labor conditions survey targeting Japanese-descended foreign employees working at UT SURI-EMU in Japan. This is the second time this survey has been conducted, following the one in fiscal year 2023.

■Background of the Survey

Currently, in Japan, a labor shortage due to a declining working population is a social issue. The government is working to create an environment in which foreign workers of Japanese descent can play an active role in the long term, including easing the residency status system for fourth-generation Japanese descendants. In this context, foreign workers of Japanese descent who wish to settle down are expected to become even more important in the future, not as temporary labor, but as a support for Japanese society.

Against this backdrop, UT SURI-EMU, which has been supporting the employment and career development of Japanese Brazilians and other individuals for over 30 years, conducted a survey to find out what Japanese foreign employees currently working in Japan think about their work, life, and career development in Japan.

■TOPICS

1. Coming to Japan for Economic Reasons and Experiencing an Improvement in Living Standards

- The top reason for coming to Japan was "economic reasons," accounting for over 40%. The next most common reason, "interest in Japanese life and environment," increased by approximately 36% from the previous survey in FY2023 (14.2%).
- Over 90% of respondents said their living standards improved after working in Japan. They felt improvements in "safety," "income," and "living environment."

2. Rising Intention to Settle and Desire for Career Advancement

- Nearly half (48.4%) expressed a desire to settle in Japan, a further increase from the previous survey (44.8%).
- Approximately half of respondents want to build a career in Japan. About 60% of those hoping to settle also desire career advancement.

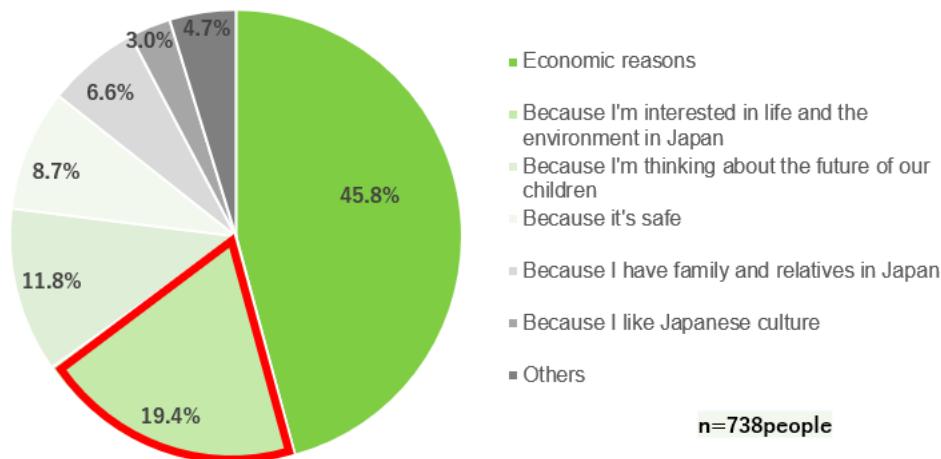
3. Need for Japanese Language Education Support with a View to Settlement

- While hoping for career advancement, approximately 30% feel challenges regarding "their own Japanese language proficiency" and "communication with Japanese people" when working in Japan. Furthermore, challenges and anxieties related to career development, such as "income," "personal growth," and "continued employment," were also revealed.
- Approximately one in three people desire Japanese language learning support for future career development.

■Survey Results

The top reason for coming to Japan was "economic reasons," cited by over 40% of respondents. "Interest in life in Japan" increased by approximately 36% from the previous survey.

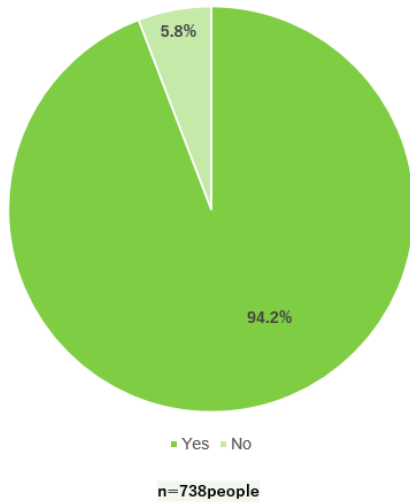
Reason for coming to Japan



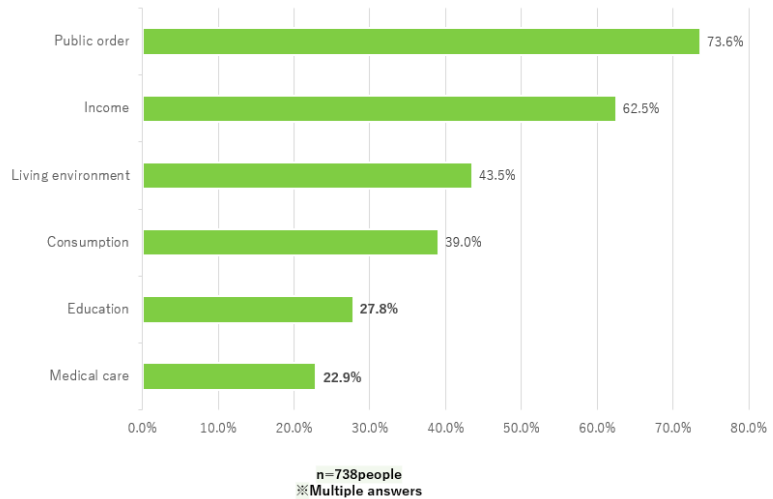
Currently, when we asked foreigners of Japanese descent working at Japanese companies through UT SURI-EMU about their reasons for coming to Japan, the most common answer was "economic reasons" at 45.8%. This was followed by "interest in Japanese life and environment" at 19.4%, a 5.2 percentage point increase from the previous survey in 2023 (14.2%). In addition, reasons related to living environment and the future, such as "for the future of my children," "safety," and "family and relatives are in Japan," accounted for approximately 30% (27.1%), showing a similar trend to the previous survey. From these results, it can be seen that interest in living in Japan has increased, and since 2023, people have been coming to Japan with an emphasis on future prospects.

Over 90% of those who worked in Japan felt their standard of living improved due to reasons such as safety, income, and living environment.

Improvement of living standards



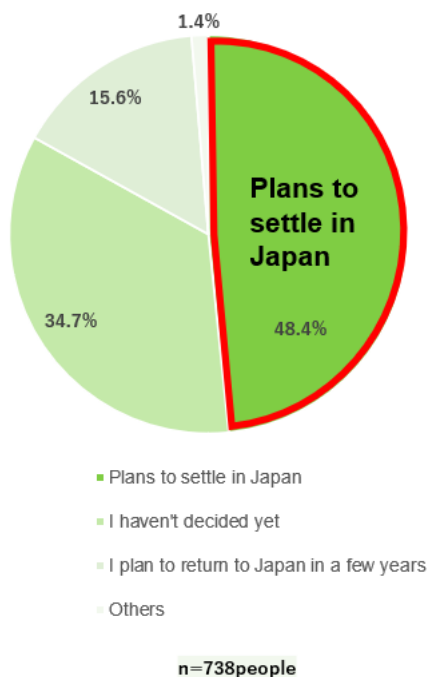
Reasons for feeling an improvement in living standards



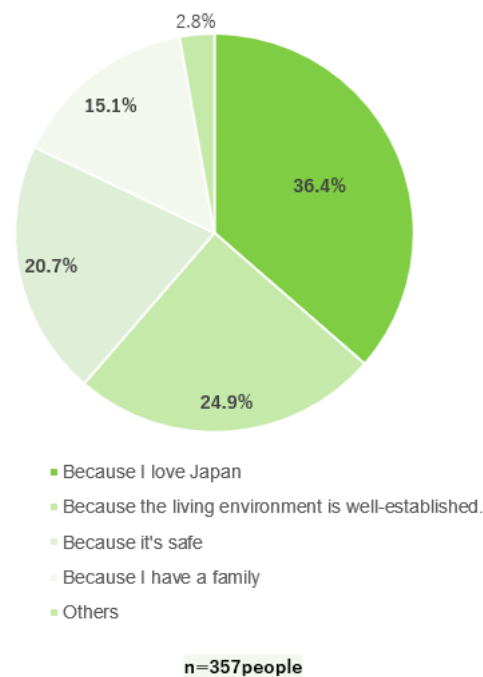
Regarding whether their standard of living improved as a result of working in Japan, 94.2% responded that it had improved. Furthermore, the most common reasons cited for feeling that their standard of living had improved were improvements in "safety and security" (73.6%), "income" (62.5%), and "living environment" (43.5%).

Approximately 50% of those considering living in Japan intend to settle there permanently due to the ease of living. Of those, about 60% hope to advance their careers.

Intention to settle

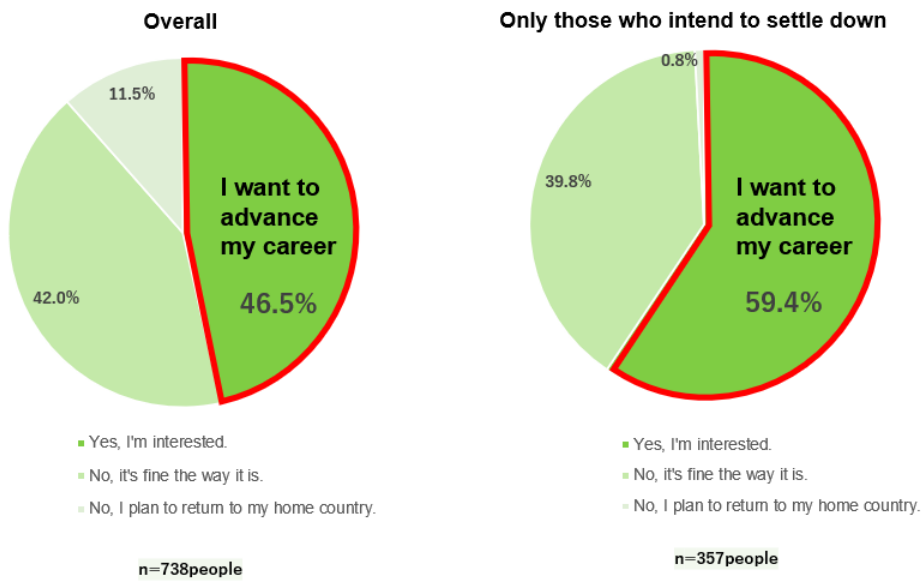


Reasons for wanting to settle down



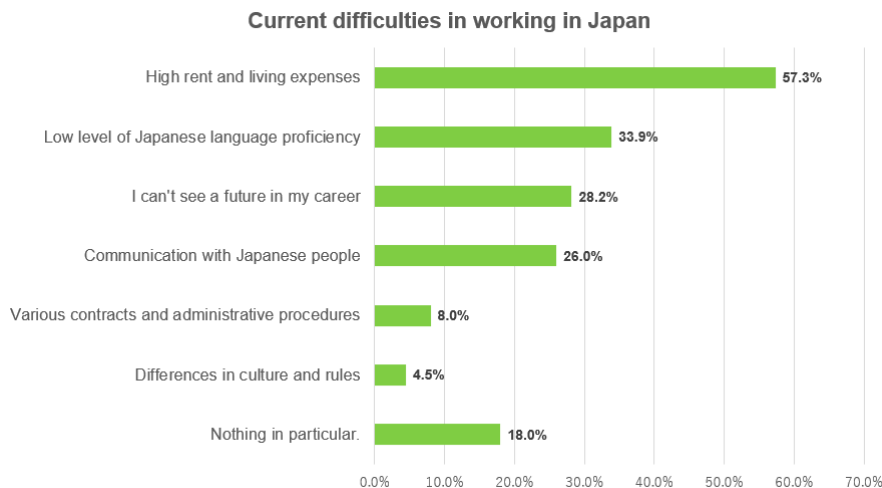
Regarding intentions to settle in Japan, 48.4% of respondents said they "plan to settle in Japan," nearly half, an increase of 3.6 points from the previous survey (44.8%). The most common reason for wanting to settle in Japan was "because I like Japan" (36.4%), followed by "the living environment is well-established" (24.9%) and "because it is safe" (20.7%). In particular, the items "living environment" and "safety" each increased by 4.3 points from the previous survey, suggesting that, similar to the reasons for coming to Japan, the ease of living and high level of safety in Japan are contributing to the desire to settle.

Regarding future career development

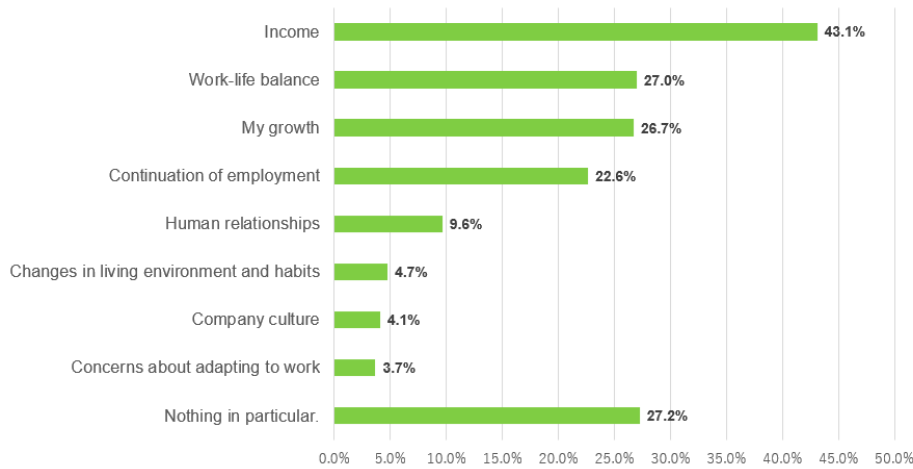


Regarding future career development intentions, 46.5% of respondents, or about half, said they want to build their careers in Japan. Furthermore, of the 357 people who answered that they "plan to settle in Japan," 59.4%, or about 60%, hoped to advance their careers, suggesting that many desire career development while considering settling in Japan.

The need for Japanese language education support has increased by approximately 35%. This reflects a growing desire to "improve Japanese language skills and build a career."



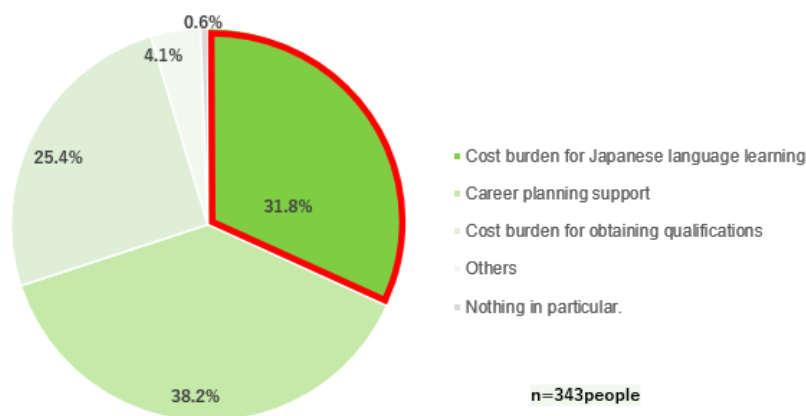
Things I'm worried about regarding work and workplace life



n=738people ※Multiple answers

While many feel that their living environment has improved, approximately 30% of respondents cited "Japanese language proficiency" (33.9%) and "communication with Japanese people" (26%) as challenges they face when working in Japan. Furthermore, the most common concern regarding work and workplace life was "income" (43.1%), likely due to the recent rise in the cost of living. This was followed by concerns related to career development, such as "work-life balance," "personal growth," and "continued employment."

Support desired for career development



n=343people

Regarding the need for support for future career development, 31.8% of the 343 respondents who wished to advance their careers expressed a desire for Japanese language learning support, an increase of 8.3 percentage points from the previous survey (23.5%). This reveals a growing need for Japanese language learning support, in addition to career planning support, for career development in Japan. This suggests that, due to "anxiety about income," people are viewing improving their language skills as a realistic means directly linked to career advancement and increased income.

■ Regarding the results of this survey and support for Japanese language education (Nobuyuki Tsukui, President and CEO, UT SURI-EMU Co., Ltd.)

This survey revealed that many employees, primarily of Japanese-Brazilian descent, feel that their standard of living in Japan has improved, and that they have a positive intention to settle in Japan and build their careers there. Compared to the previous survey, their intention to settle and their interest in career advancement are more clearly expressed, indicating a growing awareness of wanting to work in Japan long-term and build a life foundation there.



While it was once common for people to work in Japan for a certain period before returning to their home countries (known as "dekasegi"), nowadays, there is a growing trend of people aiming for long-term career development while building a stable life in Japan. Furthermore, many of those who intend to settle in Japan hope to advance their careers, and some have even expressed a desire to become managers on the manufacturing floor, revealing a reality that many are seeking long-term contributions as human resources supporting Japan's manufacturing industry.

Furthermore, we believe that the increase in the need for Japanese language education support since the last survey is due to a growing number of people who aspire to further improve their Japanese language skills, driven by a desire for career advancement with an eye towards settling in Japan. Improving language skills broadens career possibilities and leads to the realization of an ideal way of working. Moving forward, we will continue to leverage the knowledge we have cultivated over more than 30 years to further strengthen our Japanese language education support and provide support for career development, thereby alleviating the anxieties many people have about their income and working to create an environment that leads to improved working conditions. We will also support the long-term career development and integration into Japanese society for human resources, primarily Japanese-Brazilians.

■ UT SURI-EMU 's Initiatives for Japanese-Brazilian Foreign Employees

① Living and Working Support

We provide support to create an environment where employees can live and work in Japan with peace of mind, including transportation, housing arrangements, government procedures, infrastructure contracts, and daily life support. We also assign personal life support staff to provide continuous follow-up on aspects of their lives after employment.

② Recruitment and Training

In addition to recruitment activities both domestically and internationally, we conduct interviews, on-the-job training (OFF-JT and OJT), and language training. After placement, we support job retention and skill development through health management, training, and regular interviews.

③ On-site Management and Communication Support

On-site management is handled by Japanese-Brazilian staff with work experience at Japanese companies and strong Japanese language skills. On-site, they act as a bridge between client companies and foreign employees, providing support for work-related communication, interpretation, and translation of work rules and specifications, thereby supporting the creation of a smooth working environment.

■ Further Strengthening of Japanese Language Education Support and Future Initiatives

UT SURI-EMU has been focusing on Japanese language education support since 2024, collaborating with the NPO ABC Japan to implement the "Japanese Language Proficiency Test (JLPT) N4/N5 Acquisition Support Program" for personnel, primarily of Japanese-Brazilian descent. Currently, with the aim of improving the communication skills necessary in the workplace, we have introduced a conversation-centered curriculum to support smooth communication in the workplace and the creation of a foundation for stable living in Japan. We are also working to broaden future career options, such as career advancement to management positions, through the improvement of Japanese language proficiency.

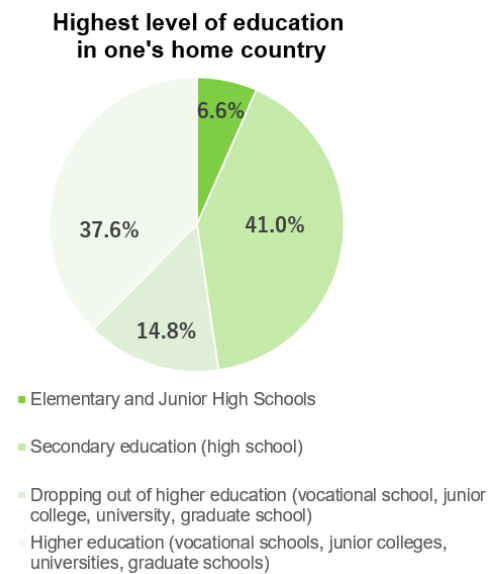
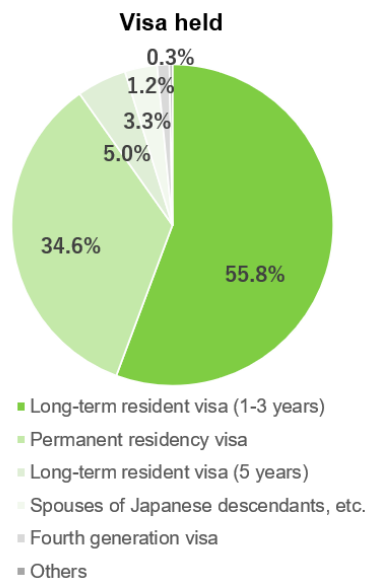
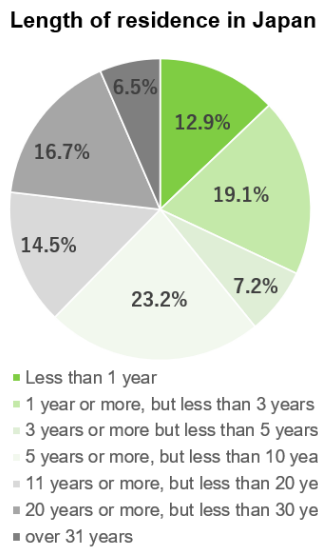
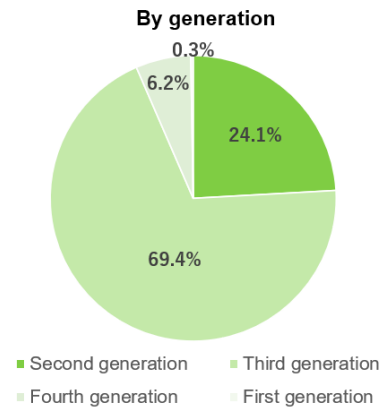
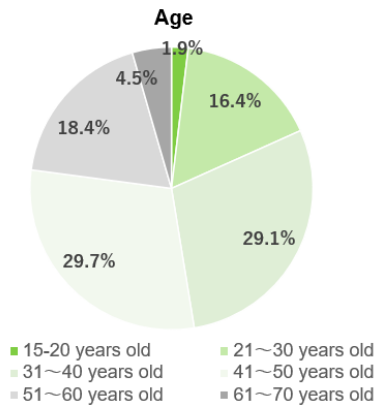
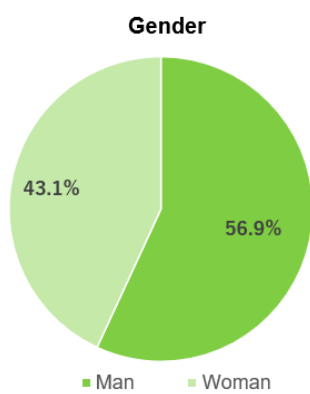
Going forward, we will further expand these initiatives and strengthen the creation of an environment in which personnel, primarily of Japanese-Brazilian descent, can work with peace of mind in Japan in the long term through Japanese language education support and career development support.

■ Survey Overview

Survey Period: September 1, 2025 - December 26, 2025

Target Respondents: Japanese-Brazilian foreign employees working at UT SURI-EMU (Number of valid responses: 738)

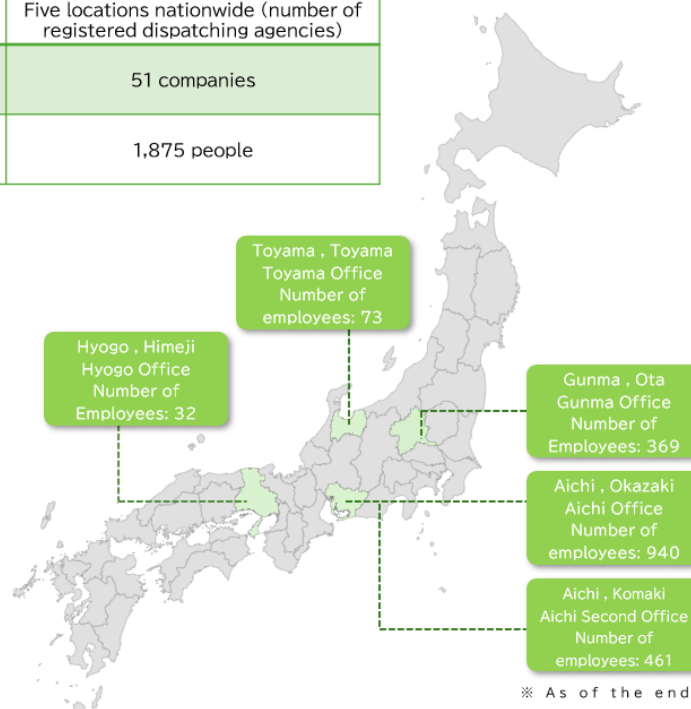
Reference: respondent attributes



【UT SURI-EMU Co., Ltd.】

- Business Description: Manufacturing outsourcing business primarily for Japanese-Americans
- Capital: 10 million yen
- Corporate Website: <https://www.ut-g.co.jp/ut-suri-emu/>

Number of locations	Five locations nationwide (number of registered dispatching agencies)
Number of customer companies	51 companies
Number of temporary workers	1,875 people



※ As of the end of March 2026

[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: 1,690 million yen (March 31, 2026)
 Business: Human resources service business for manufacturing industry
 Number of employees: 34,772 on a consolidated basis (March 31, 2026)

[For inquiries]

UT Group Co., Ltd.
 Corporate Communications Function, Digital Platform Unit, Tamaru-Work Division
 Tel: +81-3-5447-1710 E-mail: prer@ut-g.co.jp