

July 1, 2026

UT Group Launches “Tamaru-Work,” a Platform for People Working in Manufacturing Workplaces

Official app to be released on July 1; first phase supports smooth job starts by enabling applications and interview bookings to be completed within the app

Functions will be expanded in stages, including internal transfers and personalized job information, to enable optimal workstyles

UT Group Co., Ltd., which provides human resource services for the manufacturing industry, has launched “Tamaru-Work (Point-Earning Work),” a platform for people working in manufacturing workplaces that supports everything from employment to career development. In conjunction with this launch, UT Group will release the official Tamaru-Work app on July 1.



Making work more convenient, more comfortable, and more secure

Accumulate points based on time worked

Exchange accumulated points for UT Group shares

Find the job from over 9,000 jobs nationwide

Choose “internal transfer” at your own timing

Receive pay the same day

Re-join UT Group anytime with no interview

Tamaru-Work is a system for all workers, including not only current employees, but also former employees and future job seekers. It enhances convenience by enabling workers to choose jobs suited to them, while also providing medium- to long-term career formation support and a mechanism by which hours worked under UT Group employment are linked to a share in the company's profits. In the dispatch workstyle, employment experiences can often appear fragmented, but by treating that experience as cumulative hours worked¹ and converting it into value, with Tamaru-Work UT Group aims to build long-term relationships in which workers and the Company remain connected and grow together.

Note 1: Cumulative hours worked by dispatched employees under employment by UT Group

■Background to the Launch

Against the backdrop of recent labor shortages, securing human resources has become an urgent priority for companies. In the manufacturing industry, there is a need not only to secure and retain staff who support production, but also to provide flexible employment opportunities that respond to increasingly diverse employment needs. As lifestyles and values become more diverse, there is growing demand for the convenience of being able to efficiently find work suited to each individual, as well as for medium- to long-term career formation support with an eye to the future. In particular, people

working in manufacturing workplaces tend to place a strong emphasis on speed and efficiency in the process of starting a new job.

Furthermore, in the context of dispatched employment, changes in assignment can also make experience and skills appear fragmented, making it difficult for the companies to which workers are dispatched to fully recognize the experience and skills those workers possess, thereby creating a barrier to career formation.

To address the challenges faced by both client companies and workers, UT Group launched Tamaru-Work under the theme of “Making work more convenient, more comfortable, and more secure.” By converting careers that previously appeared fragmented into time, and visualizing that time as value, Tamaru-Work supports efficient employment and medium- to long-term career formation. As the first step, UT Group introduced a “Point Program²” in August 2025, under which points accumulate according to time worked, and these accumulated points can be exchanged for UT Group shares. Building on this, UT Group will release the official Tamaru-Work app in July 2026 to further enhance convenience.

Note 2: Reference press release: “[UT Group Launches Unique Point Program to Grant Company Shares to Dispatched Employees Using 30% of Net Income Attributable to Owners of Parent as the Source of Funds](#)”







■ Features of Tamaru-Work

1. Visualizing time worked by dispatched employees and supporting career formation through internal transfers and other opportunities

Based on the idea that “although time worked by dispatched employees may at first glance appear fragmented, experience accumulated over time is a form of value that deserves proper recognition,” it visualizes cumulative time worked and converts it into points, even when the company to which a worker is dispatched changes. Tamaru-Work also supports career formation through systems such as “internal transfers” which allow employees to remain employed by UT Group while transferring to more than 3,600 positions in workplaces that match their preferences from across Japan, mechanisms that enable workers to change industries or job types, and opportunities for direct employment by client companies. Going forward, UT Group will also promote the development of a framework that enables former associates who have left for a change in lifestyle or other reasons to re-join the company.

2. A “Point Program” with which workers can accumulate points based on time worked and exchange them for shares

This provides a Point Program under which points accumulate according to cumulative hours worked, and those points can be exchanged for UT Group shares. A membership rank is applied according to cumulative hours worked, and points accumulate using a multiplier corresponding to that membership rank—these points can then be exchanged for UT Group shares. Because workers can also receive dividends according to the number of shares they hold, accumulated time worked can be linked to building future assets.

Membership rank	Cumulative hours worked	Approx. years working	Multiplier
 Black	11,400 hours~	5 years~	2.0×
 Platinum	9,120 hours~	4 years~	1.8×
 Gold	6,840 hours~	3 years~	1.6×
 Silver	4,560 hours~	2 years~	1.4×
 Bronze	2,280 hours~	1 year~	1.2×
 Green	Up to 2,280 hours	~ 1 year	1.0×

3. Job application and interview scheduling available 24/7, 365 days a year, together with immediate receipt of pay through the daily payment service

Working people can apply for approximately 9,000 jobs nationwide at any time of the day, 365 days a year at their convenience from anywhere, including while they are currently at work or late at night. In the version upgrade scheduled for January 2027, users will be able to complete all steps from application through to joining the company within the app, enabling a faster start to employment. After

starting work, the “Sokkyu” daily payment service allows workers to receive pay for work already performed whenever they need it, without waiting for the regular monthly pay date. Through this service, UT Group addresses the needs of those who want to start working and receive income right away.

■About the Official Tamaru-Work App

The official app aims to provide an employment experience tailored to each individual, by allowing users to access all Tamaru-Work services within the app.



As the first phase, the app provides an environment in which users can complete everything from searching for and viewing job information through to applying, scheduling interviews, and checking selection status.

Going forward, UT Group will further expand the app’s functionality to enable a seamless, end-to-end experience from job search through to in-employment procedures. UT Group will continue to evolve the app into one that makes working more convenient and more comfortable, through updates designed with workers in mind. These will include “internal transfers,” which allow workers to move to workplaces

nationwide at the timing they prefer; “Immediate Start,” which allows workers to start work soon after applying; personalized job information; and a greater variety of pay receipt options.

*The official Tamaru-Work app for Android can be downloaded via the QR code. The official app for iPhone is scheduled for release at a later date.



■Comment from the Representative

Yoichi Wakayama, Chairman and Representative Director, UT Group

The temporary staffing industry has faced structural issues whereby the experience and track record of workers are difficult to accumulate and visualize. Tamaru-Work was born out of a conviction that the time workers have built up should be treated as experience, carefully managed as cumulative hours worked, and converted into future value. Through Tamaru-Work, we will continue to create an environment that expands the possibilities and choices available to workers.



Manabu Sotomura , President and Representative Director, UT Group

Through Tamaru-Work, we aim to build relationships in which workers and UT Group remain connected over the long term and grow together. Through this, we want to realize a future in which each worker builds a career that reflects who they are and shares the results of that growth with UT Group. Creating an environment in which workers can pursue career formation with peace of mind will support client companies in securing human resources and achieving stable growth from the employment side, while also becoming a driving force for the further development of the manufacturing industry as a whole.



[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: Personnel Service Business for the Manufacturing Industry

Number of employees: 34,772 on a consolidated basis (March 31, 2026)

[For inquiries]

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