

3Q of Fiscal Year Ending March 31, 2025

Financial Results

February 12, 2025

UT Group Co., Ltd.

Securities Code: 2146(TSE Prime Market)

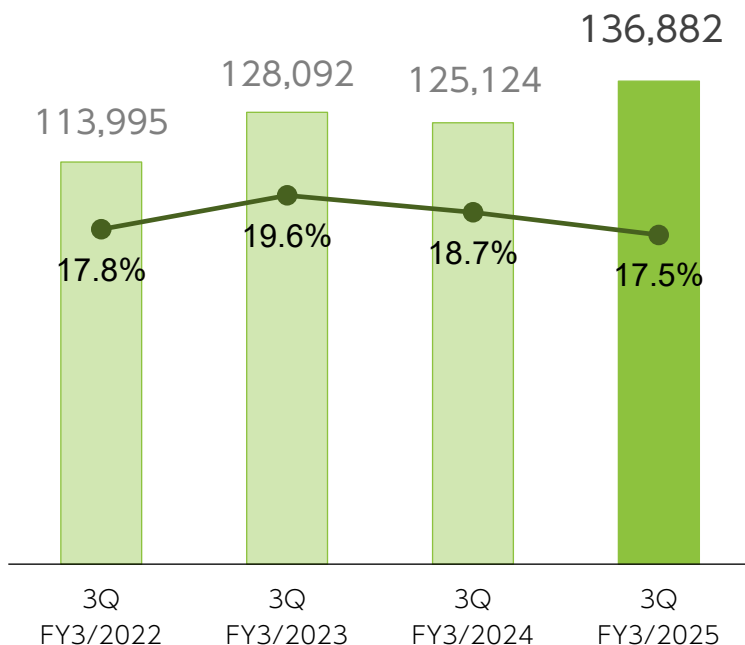


FY3/2025 3Q Financial Results

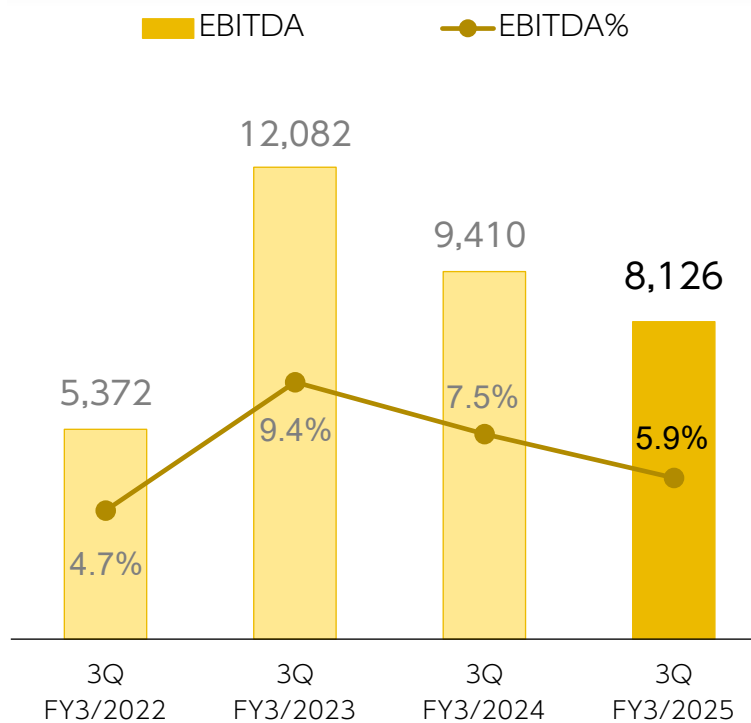
Highlights

- Achieved record-high nine months sales thanks to the expanded workforce as a result of the impact of newly-consolidated companies.
- The Manufacturing Business and the Area Business, the two main businesses, improved profitability in 3Q.
- The EBITDA margin declined due to the lower operating rates in the first six months of FY3/2025 and an increase in low-margin large projects in the Vietnam Business.
- The recording of extraordinary income (gain on sale of shares of subsidiaries and associates of approx. 5.9 billion yen) contributed to achieving a record-high EPS in 3Q.

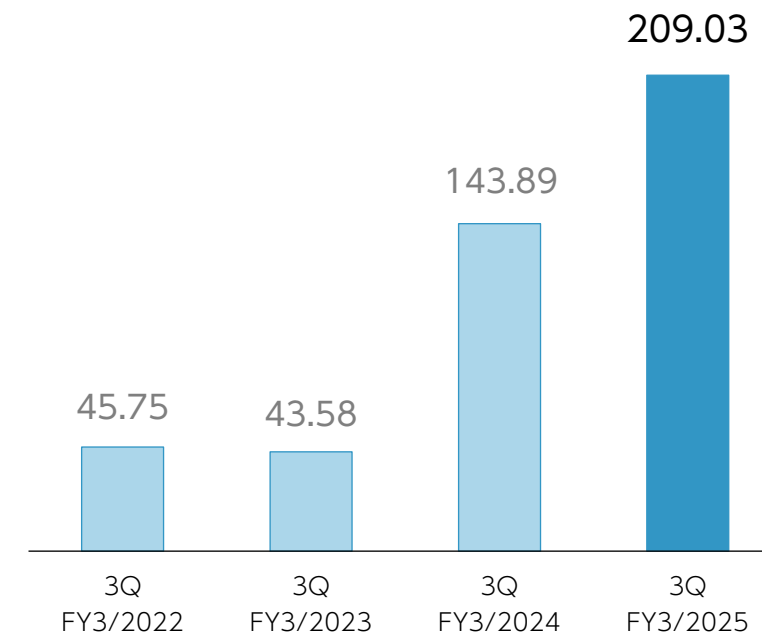
Net sales / Gross profit margin (Million yen)



EBITDA and EBITDA margin (Million yen)

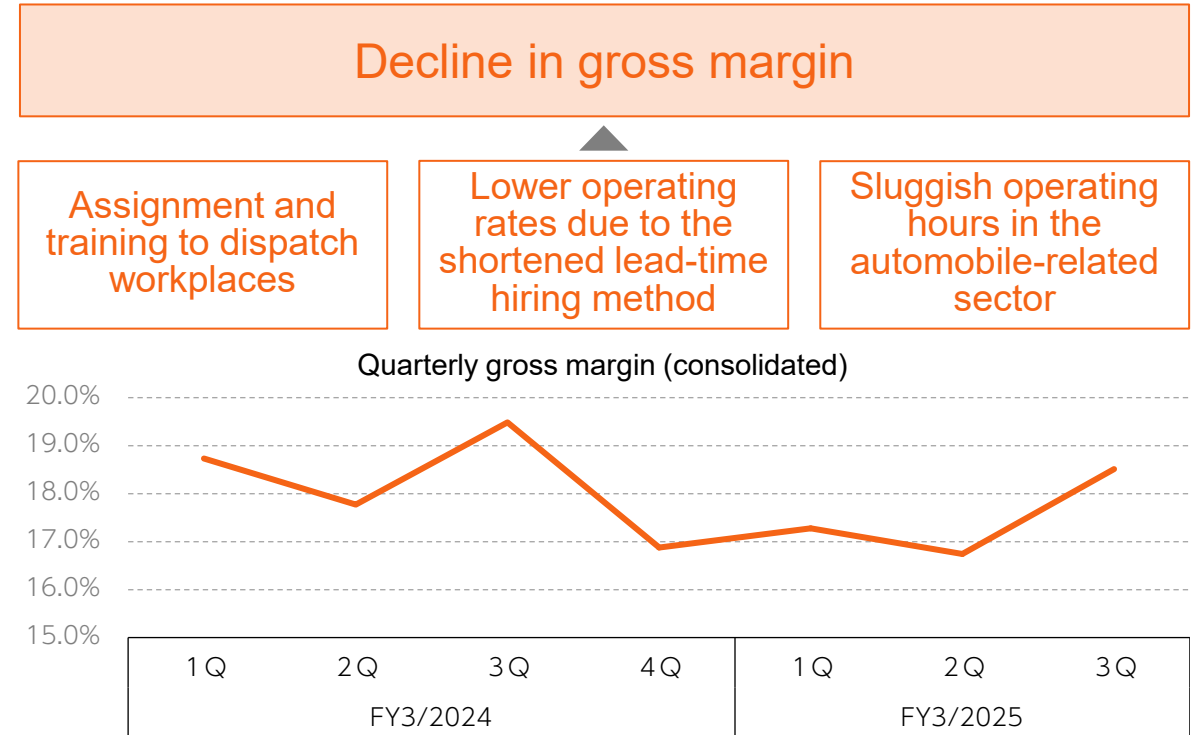
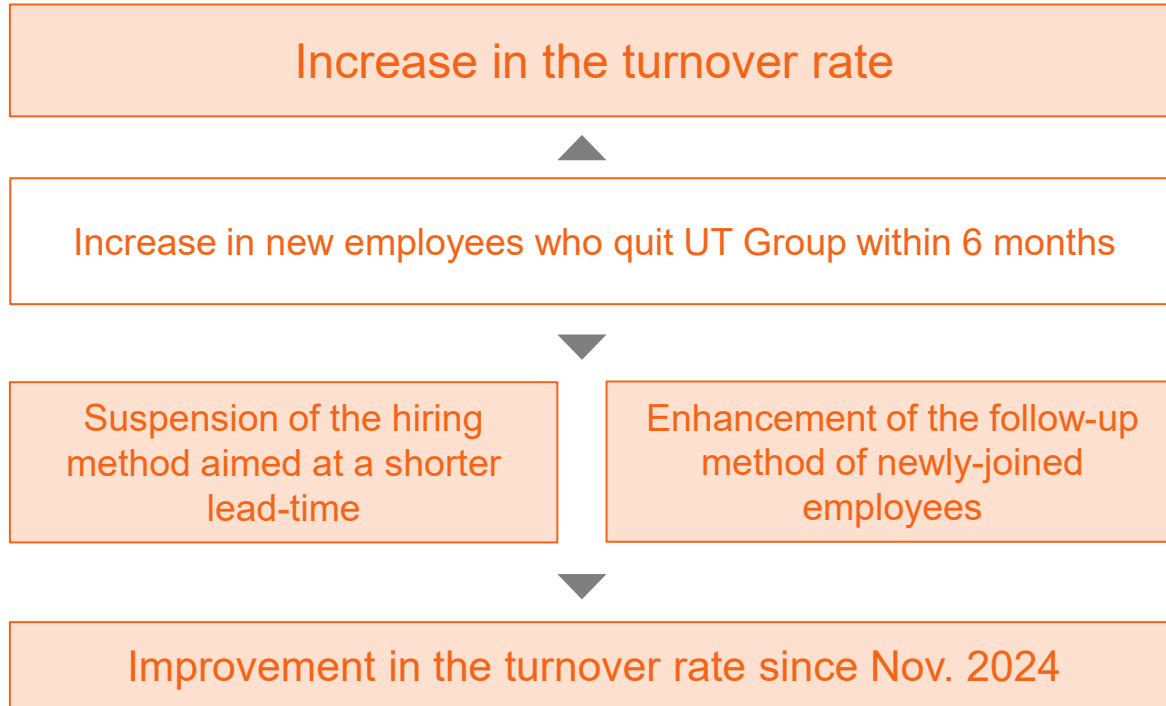


Net profit per share (EPS) (yen)



(note) EBITDA = Operating profit + Depreciation (Property, plant and equipment, and Intangible assets) + Amortization

Progress in making improvement to the issues



Signs of improvement in the turnover rate of employees with less than 6 months with UT
 Stable turnover rate of employees with 6 months or more with UT

Q-o-q improvement in gross margin due to the improved hiring efficiency and personnel changes

Summary of Statement of Income

[million yen]

	3Q of FY3/2024		3Q of FY3/2025		Y-o-Y change	
	Results	% to net sales	Results	% to net sales	Amount	%
Net sales	125,124	100.0%	136,882	100.0%	11,758	9.4%
Gross profit	23,368	18.7%	23,993	17.5%	625	2.7%
SG&A expenses	15,127	12.1%	17,408	12.7%	2,280	15.1%
EBITDA	9,410	7.5%	8,126	5.9%	-1,283	-13.6%
Operating profit	8,240	6.6%	6,584	4.8%	-1,655	-20.1%
Ordinary profit	8,252	6.6%	6,742	4.9%	-1,509	-18.3%
Net profit attributable to UT Group	5,717	4.6%	8,320	6.1%	2,602	45.5%
EPS (yen)	143.89	—	209.03	—	65.14	45.3%
No. of Tech employees (Domestic)	32,136	—	34,042	—	1,906	6.0%
No. of Tech employees (Overseas)	15,296	—	24,813	—	9,517	62.2%

(note) EBITDA = Operating profit + Depreciation (Property, plant and equipment, and Intangible assets) + Amortization

Net sales

- Achieved record-high nine months sales thanks to the two newly-consolidated subsidiaries and the resultant increase in tech employees.

Gross profit margin

- In preparation for the expansion phase, we have strengthened recruitment methods to shorten the lead time to assign new hires in the first half of the fiscal year. The operation rate was lower due to production adjustments by some automakers.
- Q-o-q improvement in quarterly gross margin

SG&A expenses

- Of ¥2.28 billion y-o-y increase, about ¥0.87 billion increase was attributable to the M&A activities.
- Increases of ¥0.97 billion in personnel expenses, ¥0.39 billion in hiring expenses and ¥0.37 billion in goodwill amortization and depreciation

Technical employees (Japan)

- Net increase as a result of the new subsidiaries.

Technical employees (overseas)

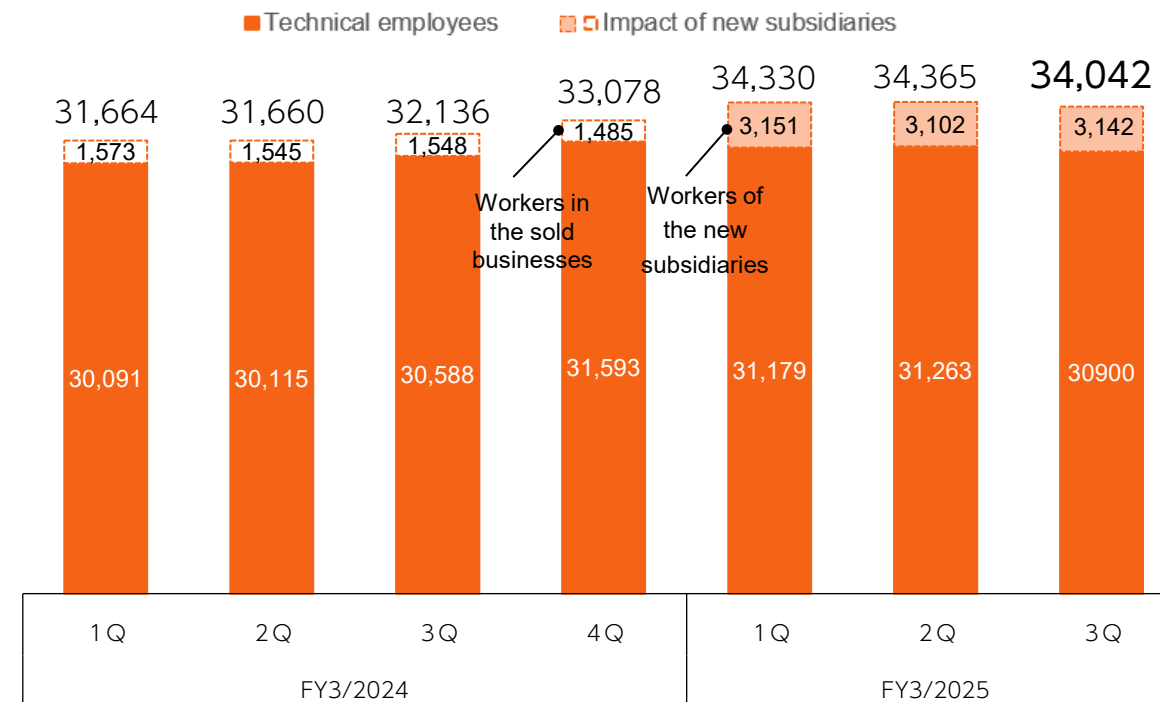
- A significant net increase due to an increase in demand accompanying the recovery of the manufacturing industry in Vietnam and the receipt of a large project.

Trend in Hiring and the Number of Technical Employees in Japan

Quarterly domestic hires and hiring expenses



Number of domestic technical employees in Japan (by quarter)

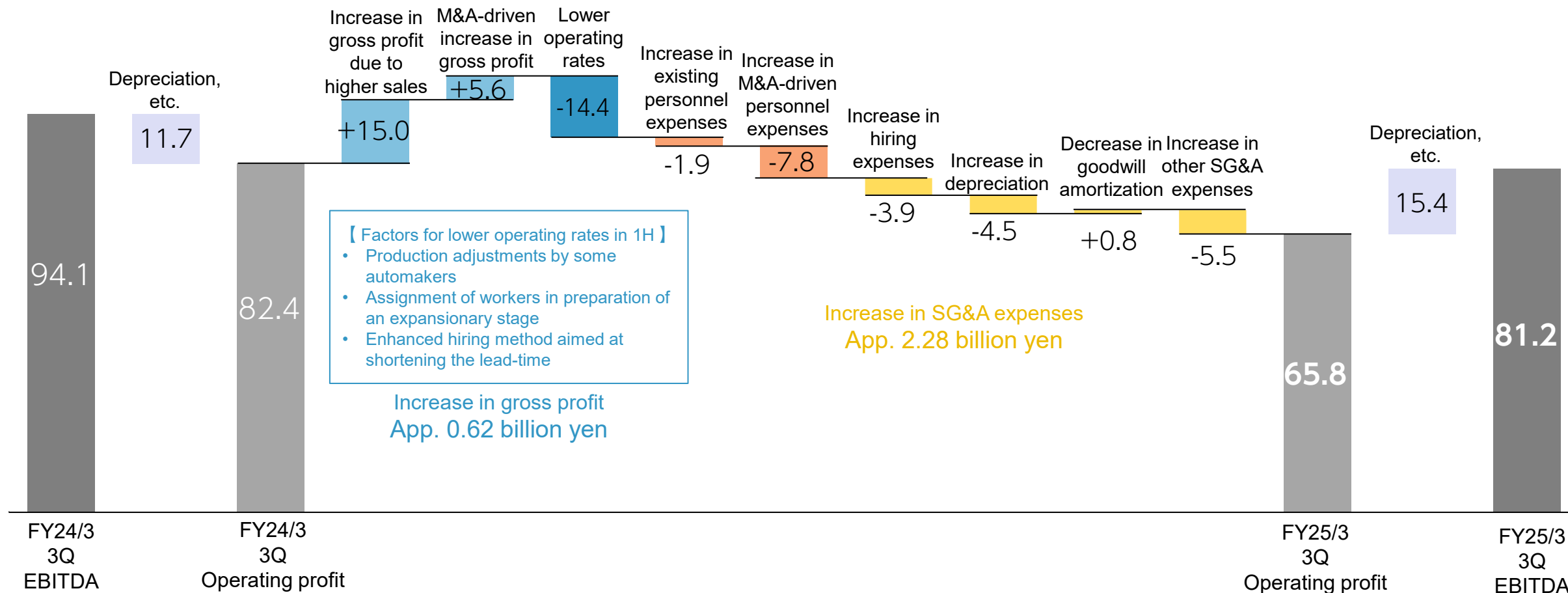


A q-o-q net decrease in domestic technical employees in 3Q due to a delayed improvement in turnover rates despite the enhanced hiring activities

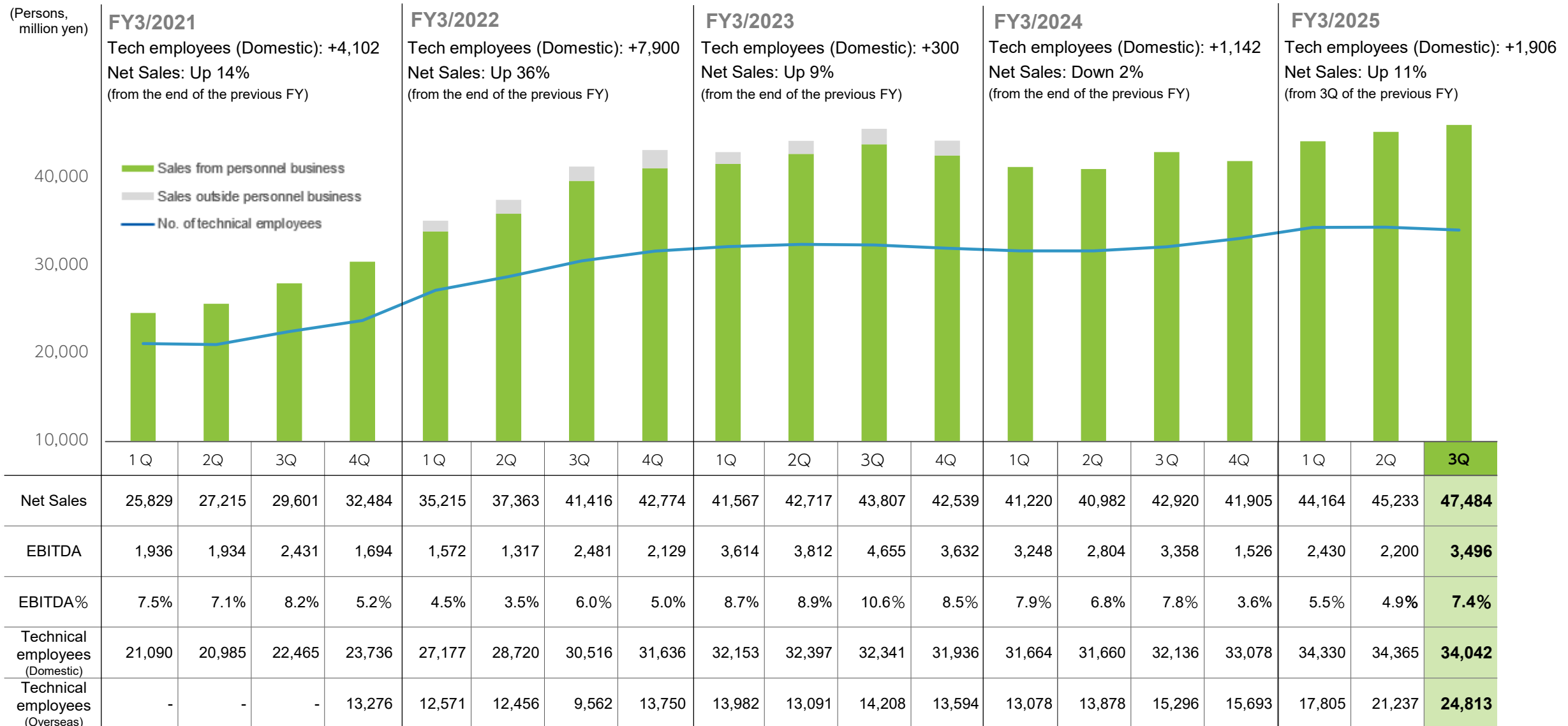
Decrease in Profit due to Lower Gross Margin and Increase in Expenses

Analysis of Consolidated EBITDA and Operating Profit

[100 million yen]



Quarterly Changes in Sales and Number of Technical Employees



Consolidated Balance Sheets

[million yen]

	March 31, 2024		December 31, 2024		Change from the end of the previous FY	
		% to total assets	Results	% to total assets	Amount	%
Current assets	54,213	79.2%	59,591	80.0%	5,377	9.9%
Cash and deposits	29,318	42.8%	35,415	47.5%	6,097	20.8%
Notes and accounts receivable – trade	22,519	32.9%	22,010	29.5%	-566	-2.5%
Non-current assets	14,242	20.8%	14,925	20.0%	682	4.8%
Property, plant and equipment	821	1.2%	850	1.1%	29	3.6%
Intangible assets	11,264	16.5%	11,540	15.5%	276	2.5%
Goodwill	5,560	8.1%	5,877	7.9%	316	5.7%
Investments and other assets	2,157	3.2%	2,534	3.4%	376	17.5%
Total assets	68,456	100.0%	74,516	100.0%	6,059	8.9%
Current liabilities	24,967	36.5%	26,696	35.8%	1,729	6.9%
Short-term borrowings and Current portion of long-term borrowings	4,368	6.4%	3,146	4.2%	-825	-25.0%
Current liabilities	9,046	13.2%	7,898	10.6%	-1,148	-12.7%
Long-term borrowings	7,900	11.5%	6,157	8.3%	-1,742	-22.1%
Net assets	34,443	50.3%	39,992	53.6%	5,479	15.9%
Shareholders' equity	27,007	39.5%	31,912	42.8%	4,904	18.2%
Share acquisition rights	5,862	8.6%	5,738	7.7%	-124	-2.1%
Total liabilities and net assets	68,456	100.0%	74,516	100.0%	6,059	8.9%
Net debt/equity ratio	-0.6	—	-0.8	—	—	—
ratio of goodwill to shareholders' equity	20.3%	—	18.2%	—	—	—

Current assets

- Increase in cash and deposits
- Decrease in notes and accounts receivable

Non-current assets

- Increase in goodwill and related other intangible assets due to M&A

Current liabilities

- Increase in income taxes payable and accrued consumption taxes
- Decrease in short-term borrowings and current portion of long-term debt borrowings

Non-current liabilities

- Increase in liabilities related to retirement benefits
- Decrease in long-term borrowings

Net assets

- Recording of net profit attributable to owners of the parent
- Dividend payment using retained earnings
- Equity ratio 43.3% (40.0% as of March 31, 2024)

Outstanding shares

- End of 3Q: 39,852,383 shares
+153,000 shares vs. the end of FY3/2024

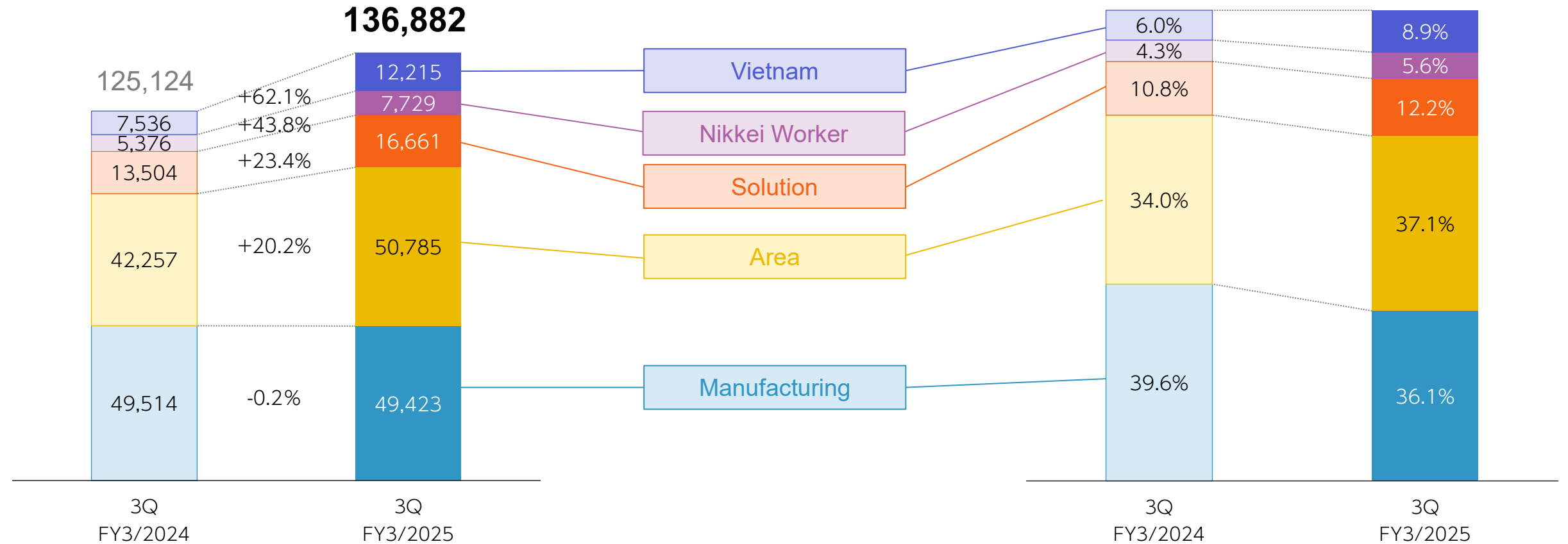
Results by segment

Results by Segment: Net Sales and Sales Composition

Net sales

(Million yen)

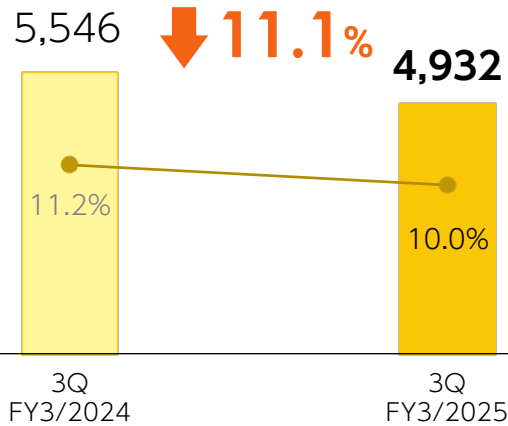
Sales composition



EBITDA by Segment

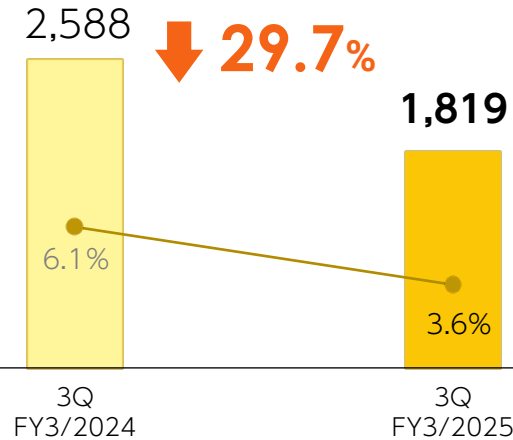
Manufacturing Business

(Million yen)



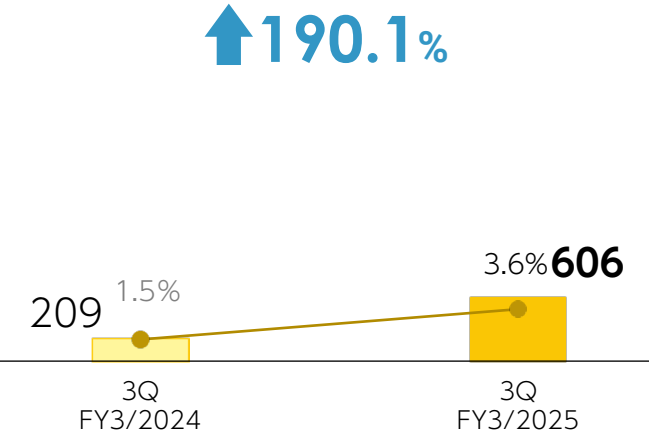
Area Business

(Million yen)



Solution Business

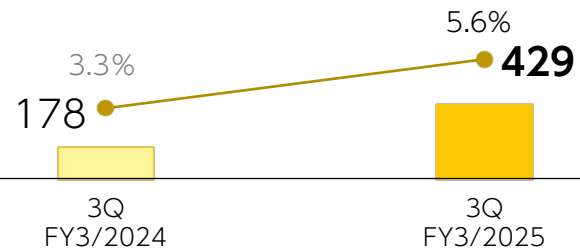
(Million yen)



Nikkei Worker Business

(Million yen)

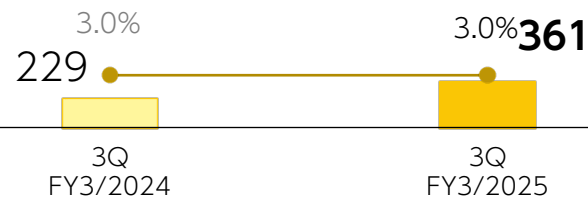
↑ 141.2%



Vietnam Business

(Million yen)

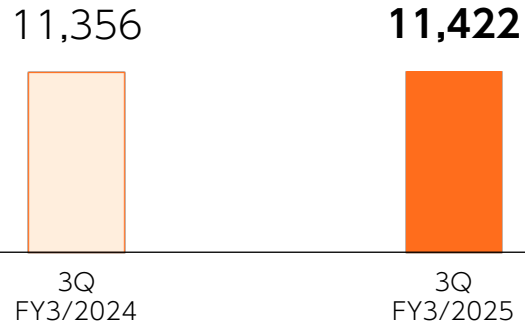
↑ 57.7%



Technical employees by Segment

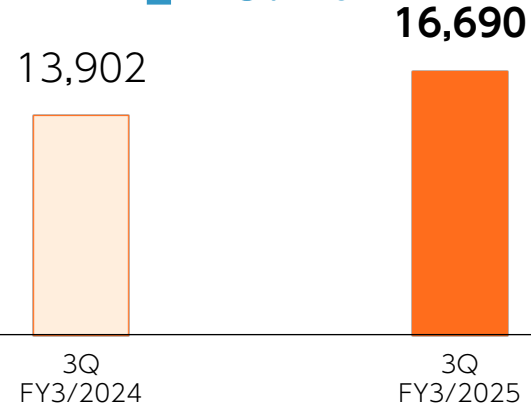
Manufacturing Business (Person)

↑ 0.6%



Area Business (Person)

↑ 20.1%



Solution Business (Person)

↑ 11.8%



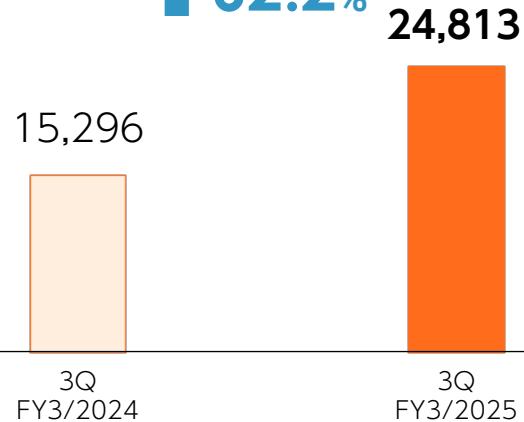
Nikkei Worker Business (Person)

↑ 10.3%

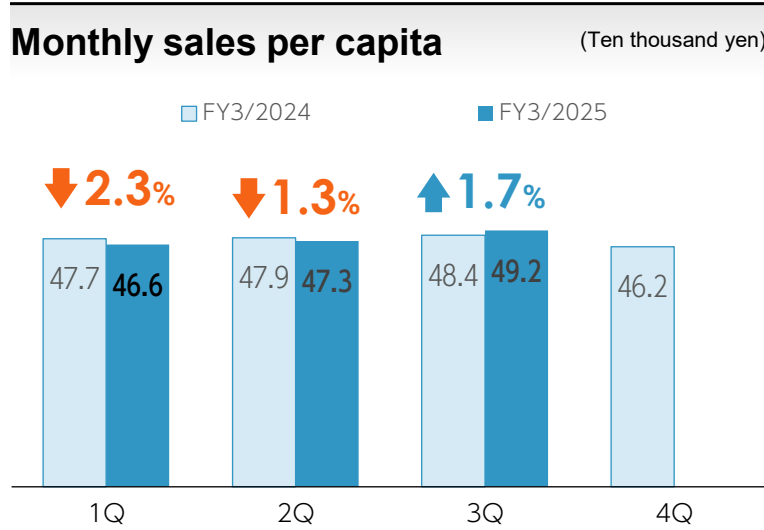
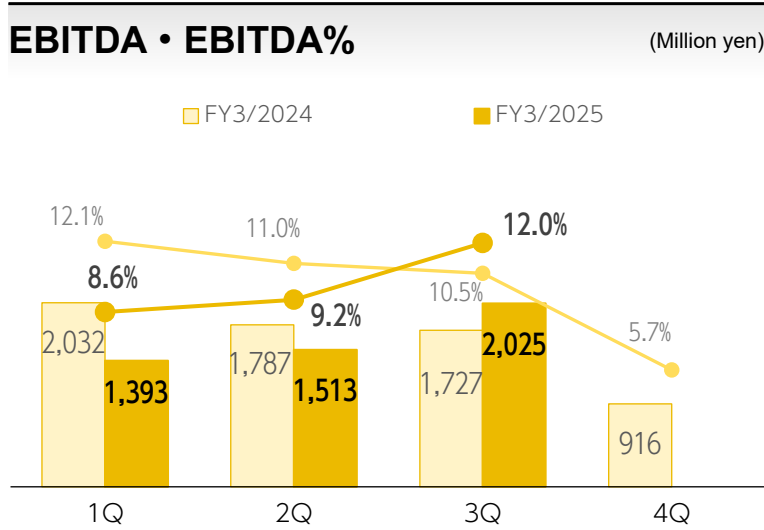
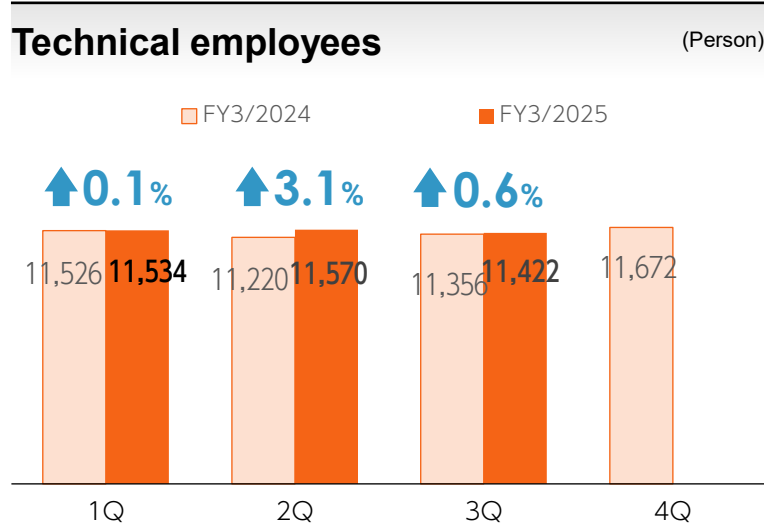
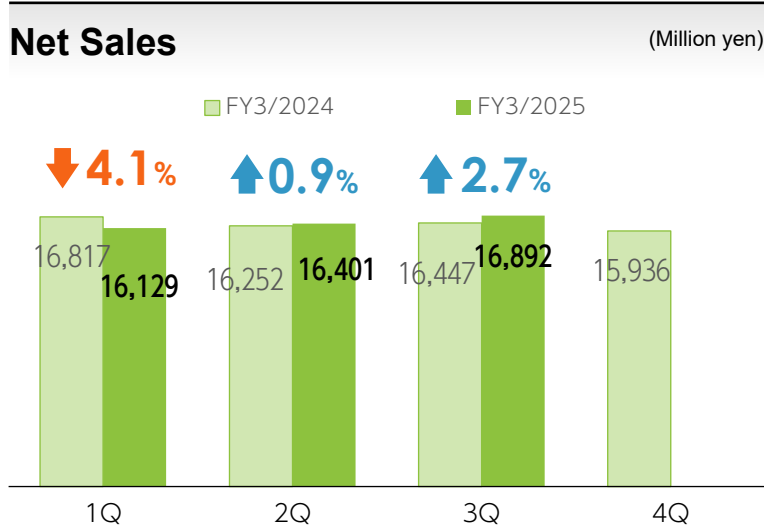


Vietnam Business (Person)

↑ 62.2%



Segment Results

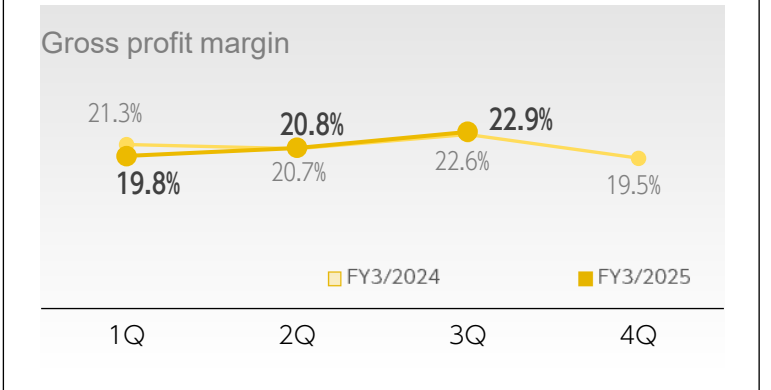


Sales and technical employees

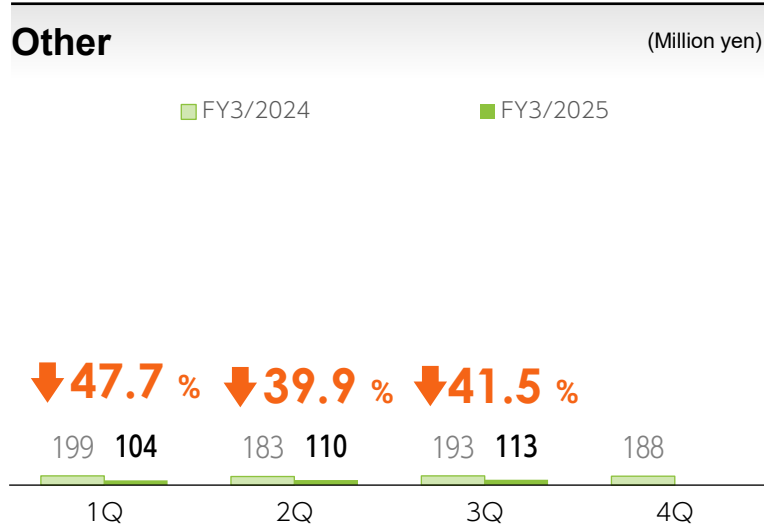
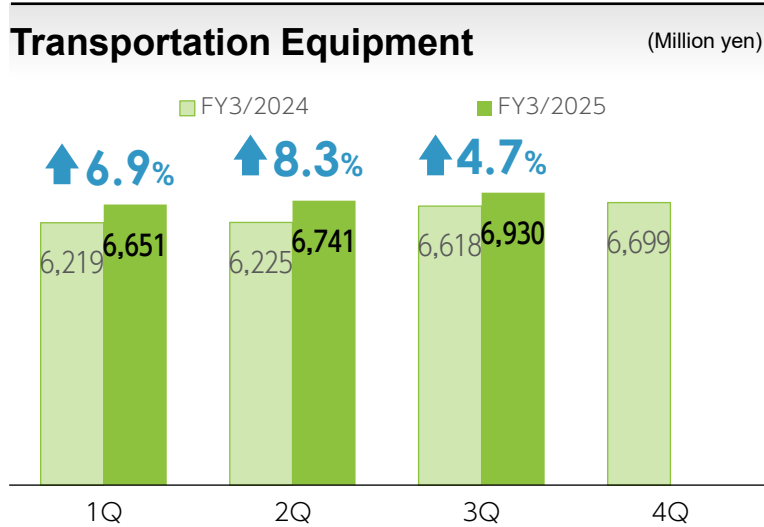
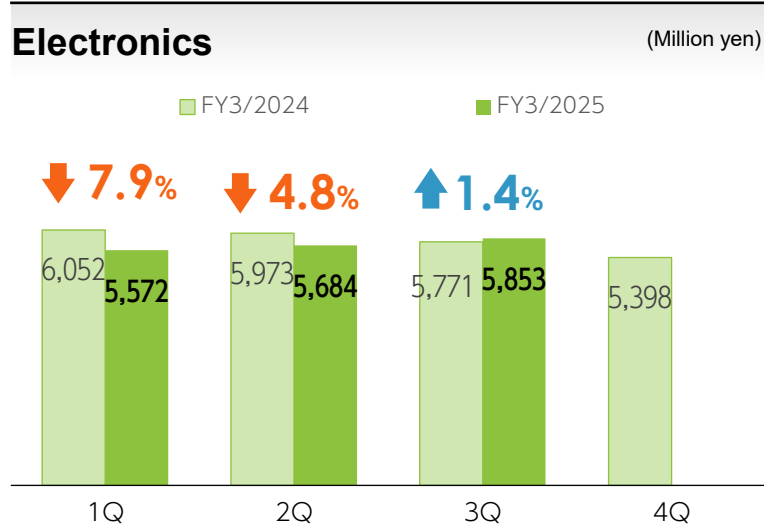
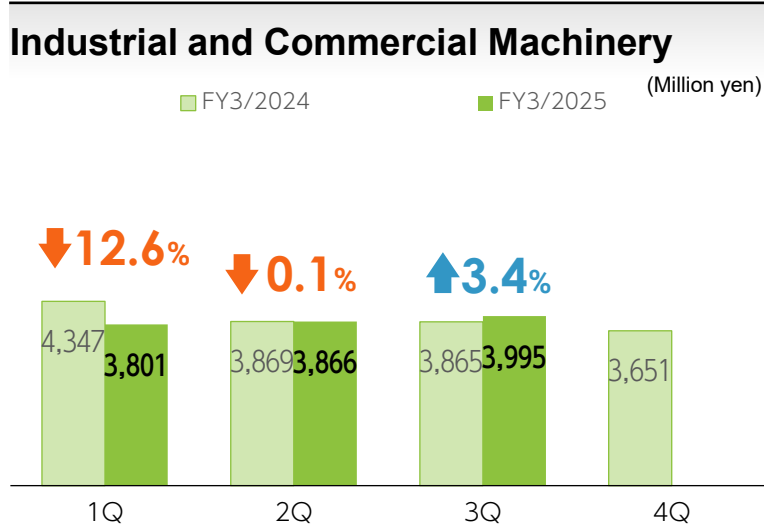
- Y-o-y and q-o-q increases in sales as some semiconductor-related companies started adding workers from the end of 1Q
- Y-o-y net increase, but only slightly, in the number of tech employees due to a higher turnover rate of employees who newly joined UT Group

EBITDA

- Gross margin improved due to a more efficient hiring method aimed at shorter lead-time; and assignment changes for dispatch workplaces in the semiconductor-related sector.



Net Sales by Subsegment



Industrial and Commercial Machinery

- Bottoming out of a net decrease in the number of tech workers caused by the incident of a certain client in battery manufacturing in the previous fiscal year
- Y-o-y and q-o-q increases in sales despite the impact of the above client
- Y-o-y and q-o-q increases in overtime hours

Electronics

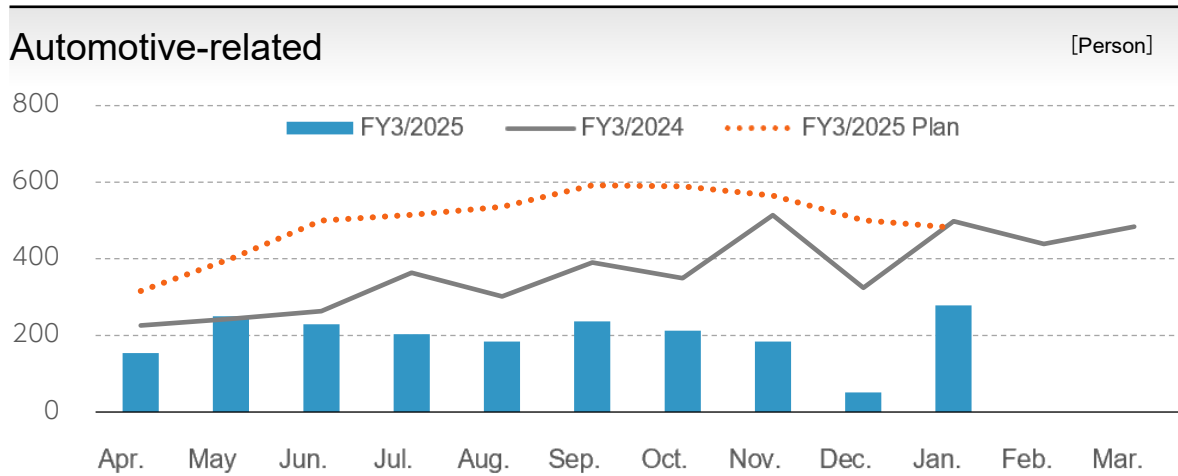
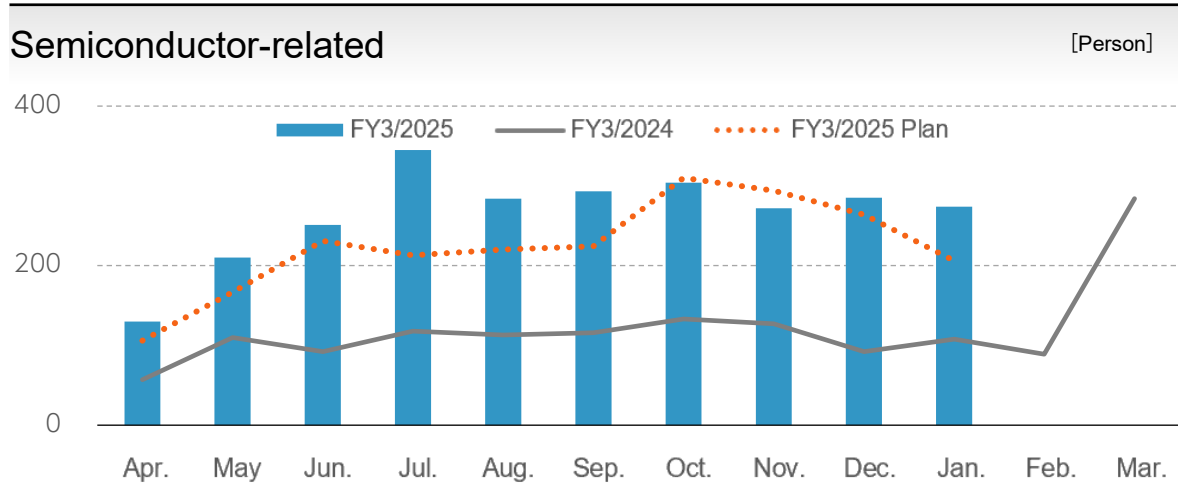
- A turnaround to an increase in demand for additional workers mainly in the semiconductor memory-related sector from 1Q-end but a mixed trend by clients
- Overtime hours were flattish y-o-y.

Transportation Equipment

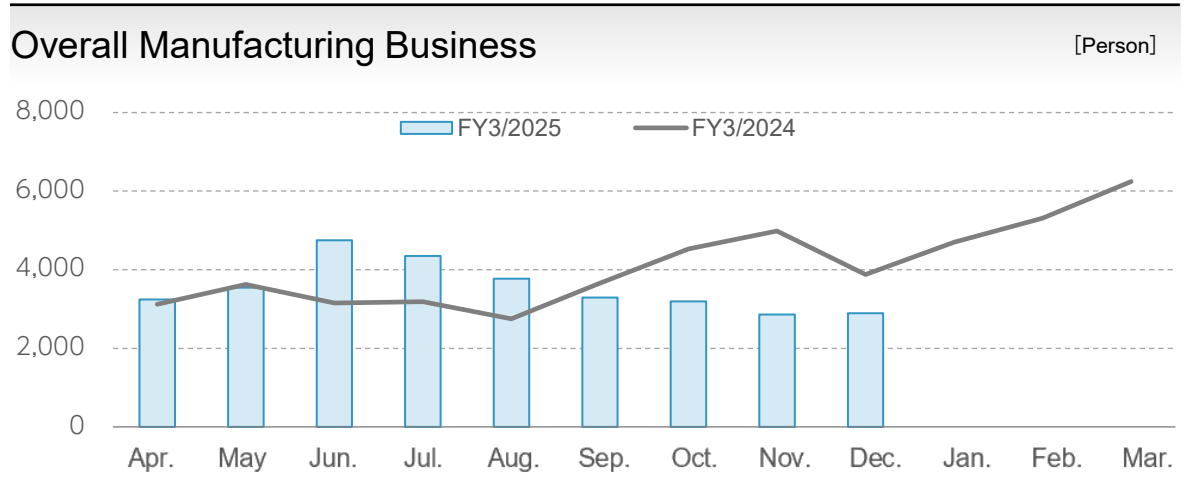
- Sluggish demand for additional workers in the automotive-related sector despite the resumed production by some auto-related companies for some vehicle models.
- Enhanced sales activities aimed at capturing demand for workers, that is not sensitive to production fluctuations.

Trends in Job offers and Applicants

Job offers [Person]

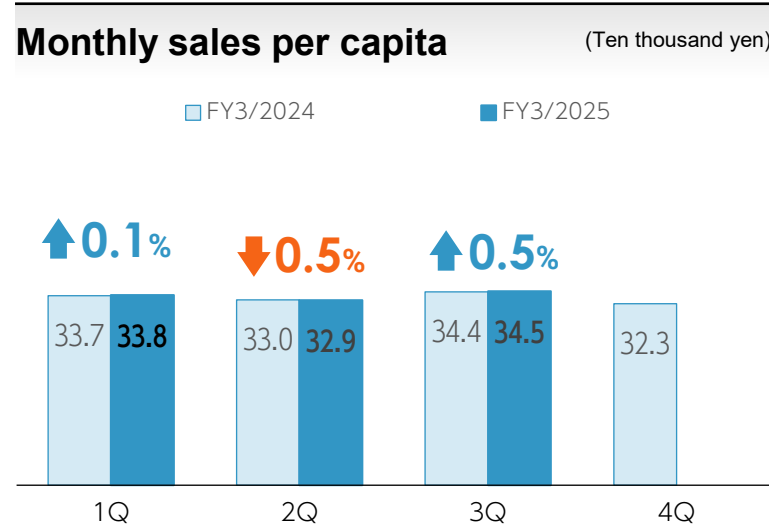
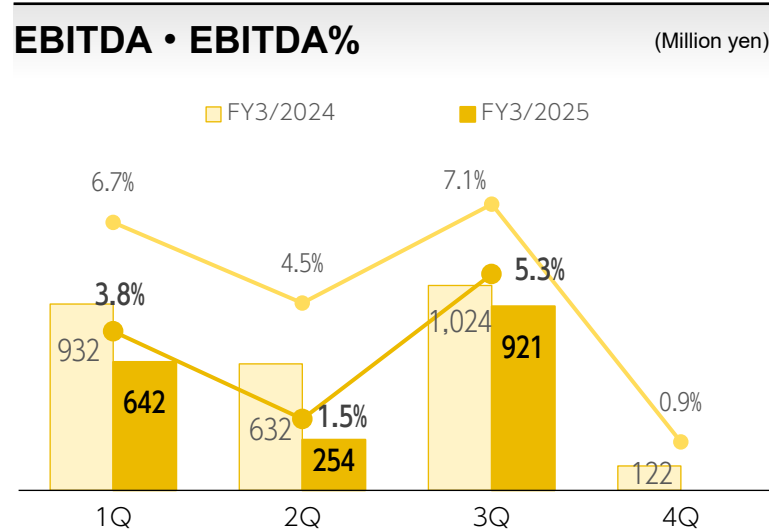
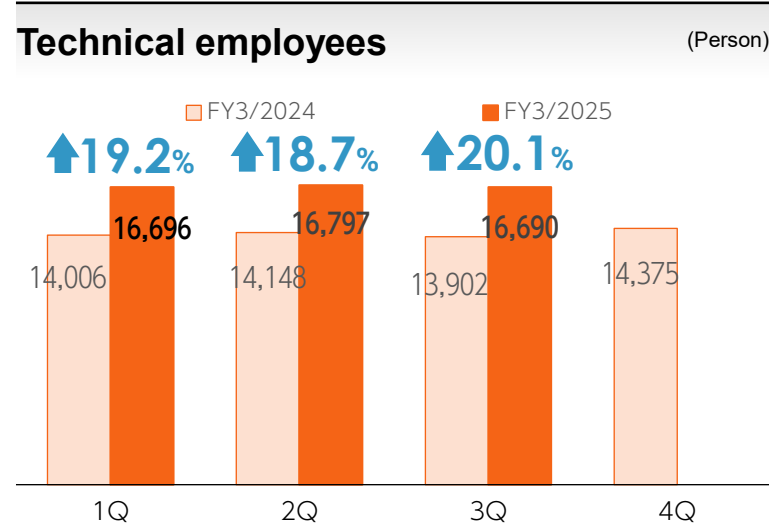
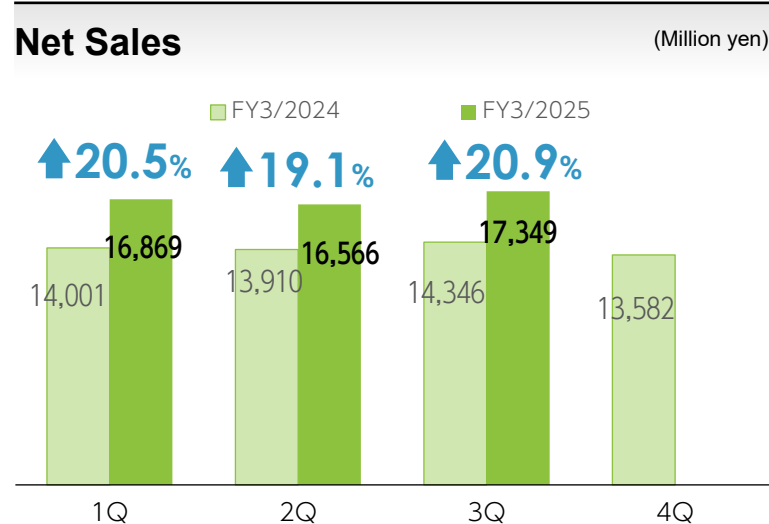


Applicants [Person]



The results were mostly as planned for the semiconductor-related sector but were below the plan for the automotive-related sector.

Segment Results



Sales and technical employees

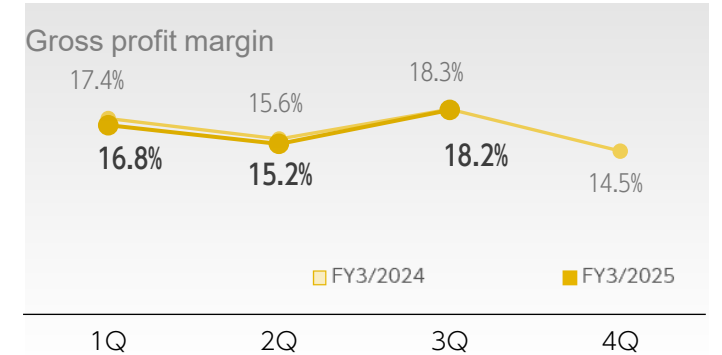
- Sales increase thanks to newly-consolidated BeNEXT Partners (renamed to UT Partners)
- Despite a significant y-o-y increase in the number of tech workers, a q-o-q net increase was small due to a higher turnover rate of employees who newly joined UT Group.

EBITDA

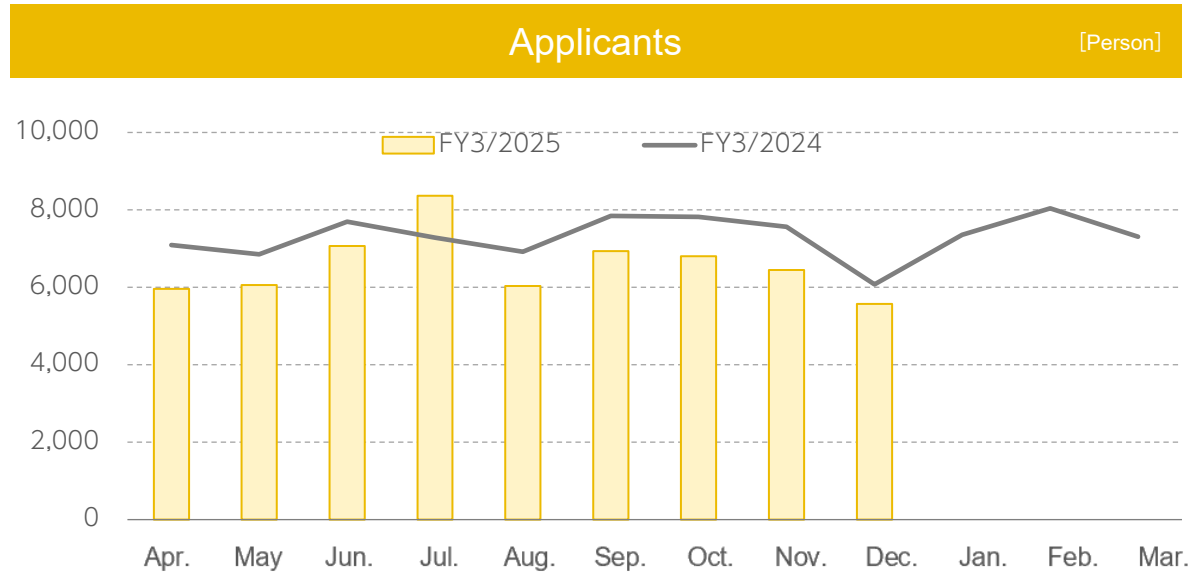
- Focused on increasing new hires.
- A declining trend in gross margin due to the enhanced hiring method aimed at shorter lead time. The Area Business stopped this method since mid-November.
- A decline in EBITDA margin due to an increase in personnel and other SG&A expenses because of newly-consolidated companies

[Ratio of personnel expenses]

FY3/2024 3Q 3.6% → FY3/2025 3Q 4.7%

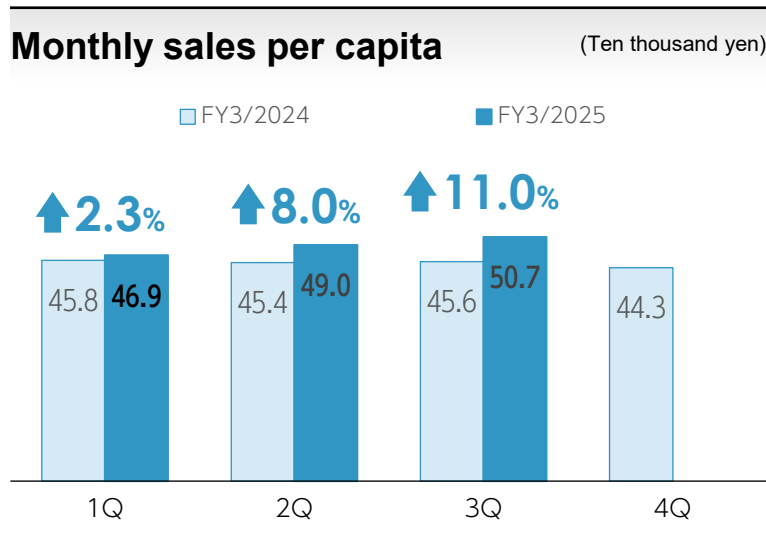
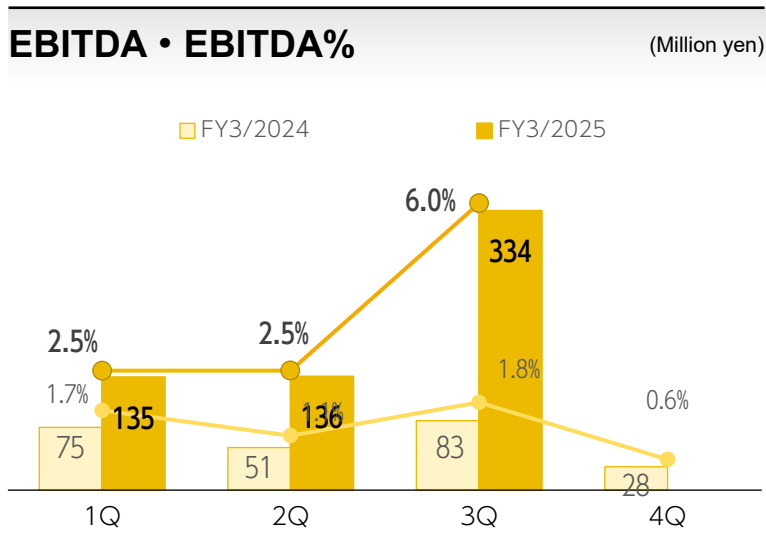
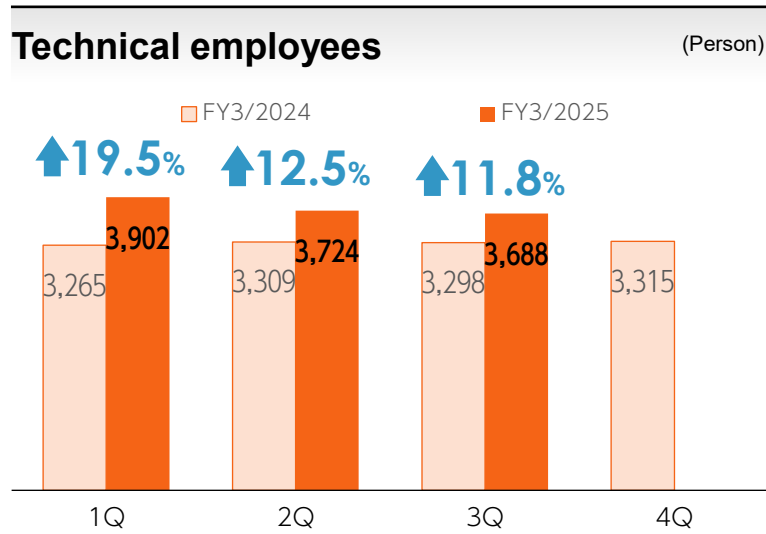
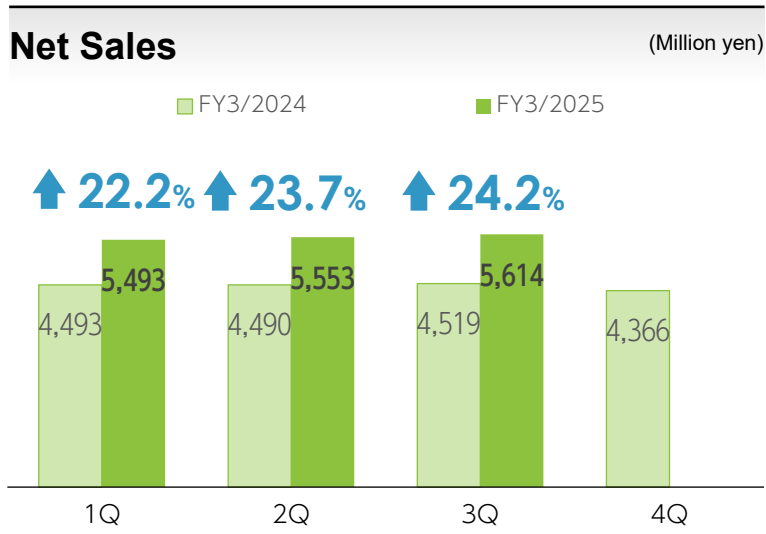


Trends in Job offers and Applicants (excluding M&As)



The Area Business focused on acquiring new projects at the beginning of FY3/2024, and the number of job offers rose steadily. The number of applicants was less than in FY3/2024 but stayed at a certain level.

Segment Results



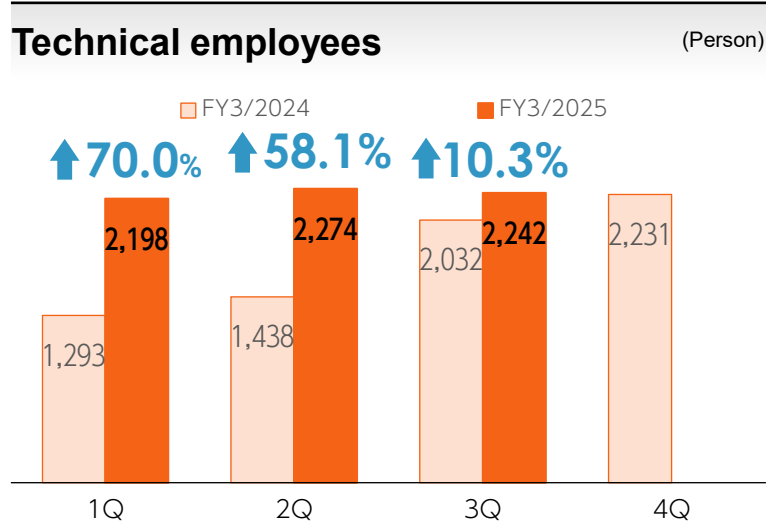
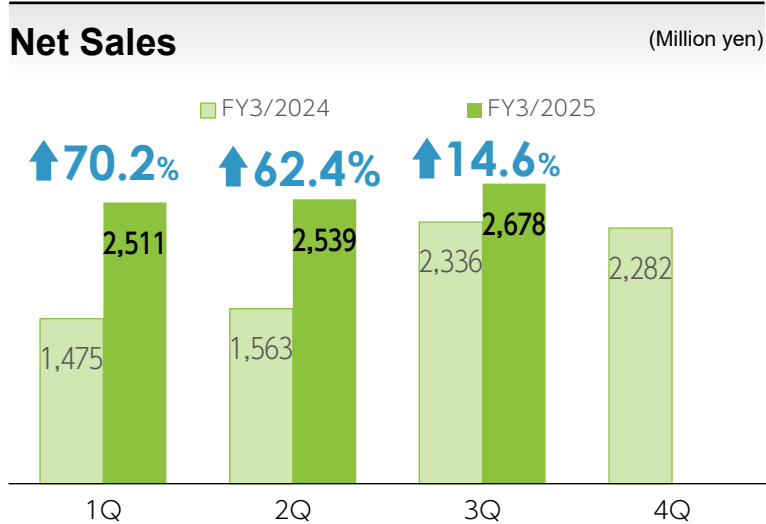
Sales and technical employees

- A y-o-y Increase in the number of tech employees due to newly-consolidated Hitachi Ibaraki Technical Service (renamed to UT-HITES).
- Accelerated activities to make proposals aimed at acquiring new solution projects.
- UT Toshiba enhanced activities to hire new grads for 2025, in anticipation of semiconductor-related demand growth.
- Fujitsu UT and UT FSAS CREE focused on sales efforts to potential clients outside their former group and to make proposals in new areas.

EBITDA

- Gross margin and the ratio of SG&A expenses to sales improved y-o-y, and the EBITDA margin increased.

Segment Results

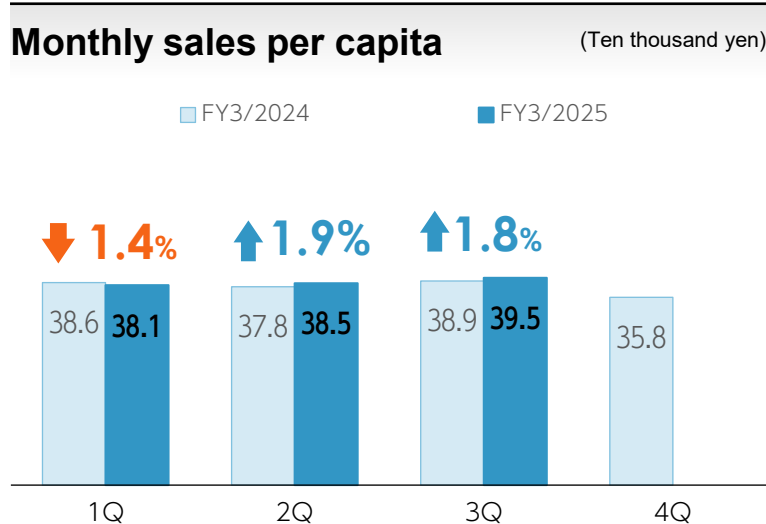
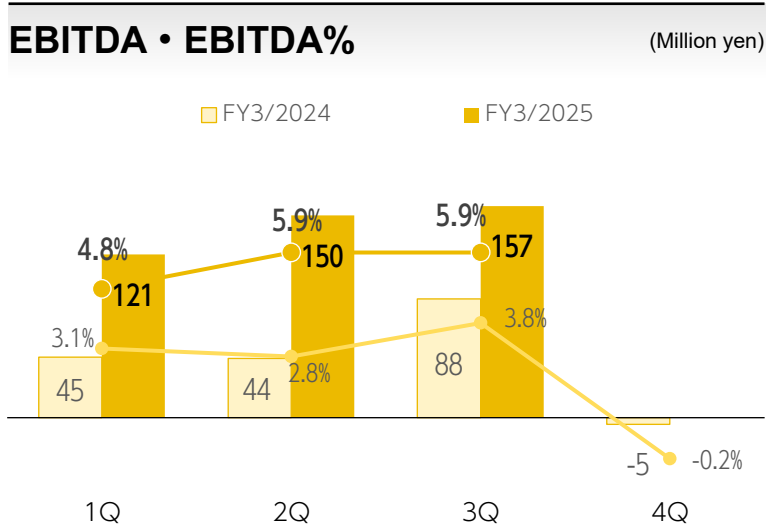


Sales and technical employees

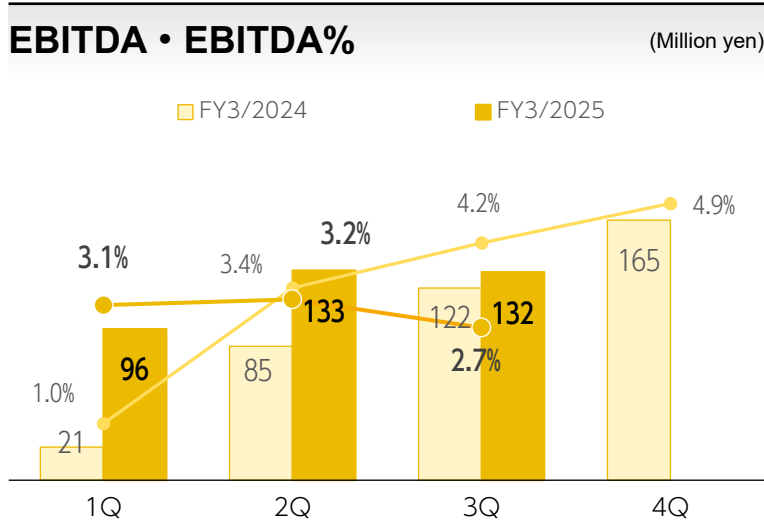
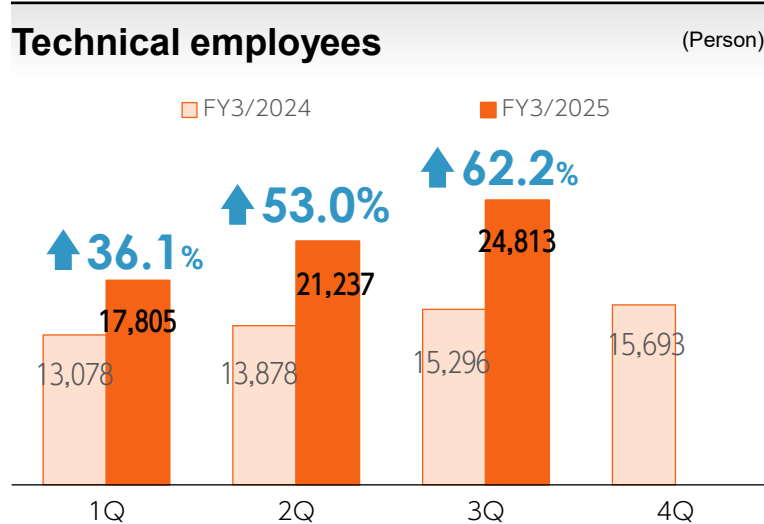
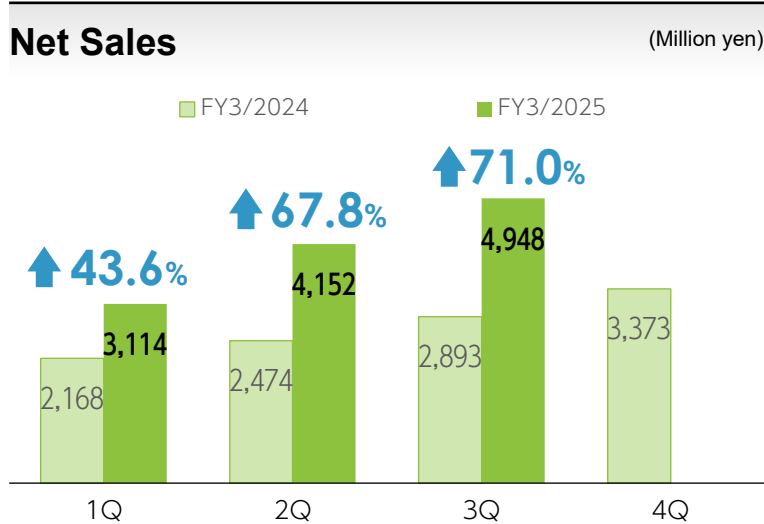
- A net increase in the number of tech employees and in sales due to 1) enhanced efforts to make manufacturing clients better understand the use of Nikkei Brazilian workers throughout FY3/2024 and 2) focus on establishing a hiring base for demonstrating a powerful mobility of workers at a demand recovery phase.

EBITDA

- An increase in gross margin due to a rise in the unit wage of dispatch workers
- Improved efficiency in SG&A expense spending.



Segment Results



Sales and technical employees

- Expanded sales activities from the south where the bases had been established up to the north of Vietnam centered around Ho Chi Minh and focused on acquiring projects.
- Significant net increase in tech workers by enhanced hiring efforts due to a gradual recovery in demand for manufacturing workers, which was sluggish in FY3/2024, the acquisition of a big project, and a growing demand in workers in the service sector.
- Affected by fluctuations in VND/JPY exchange rates.
Impact on sales in 1Q and 2Q : +¥200M each
Impact on sales in 3Q : +¥6M

EBITDA

- Gross margin was lower than 3Q FY3/2024 but the SG&A expense ratio improved.

FY3/2025 Consolidated Earnings and Dividend Forecasts

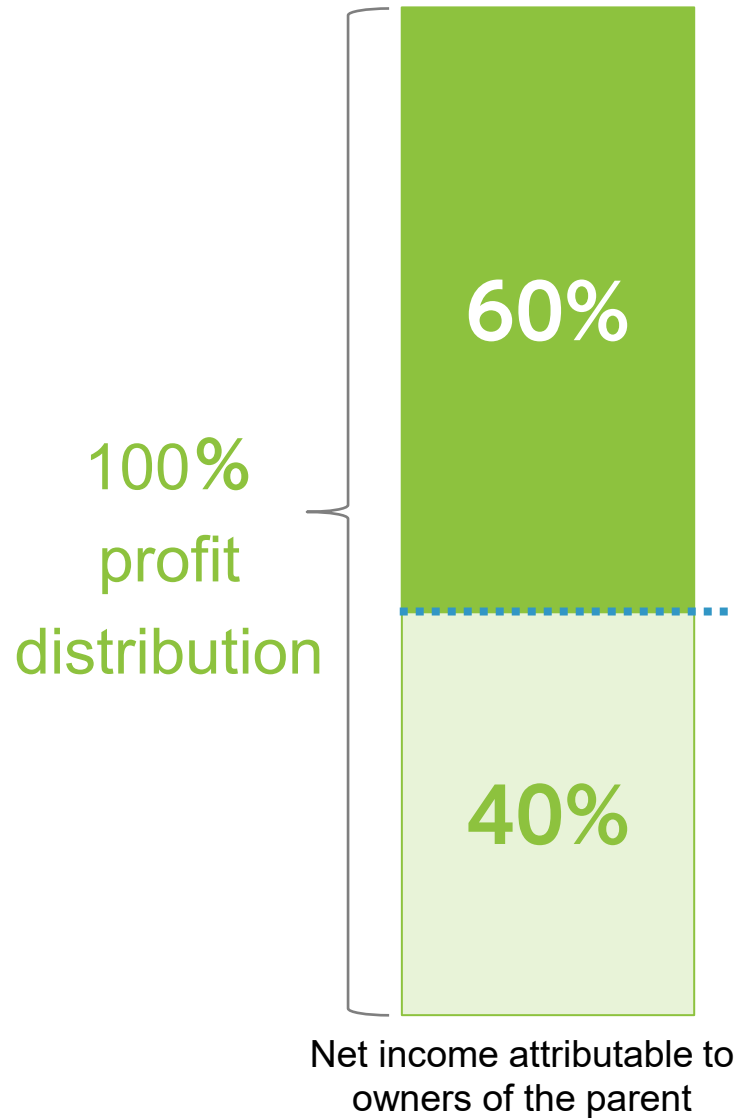
FY3/2025 Consolidated Earnings Forecasts (announced in Nov. 2024)

- Gross margin in 4Q is expected to decline q-o-q, being affected by the number of operating days.
- Spend additional hiring expenses based on demand conditions in 4Q in order to increase the number of technical employees at the beginning of FY3/2026.
- Focus on resolving internal issues such as post-employment follow-up, on-site management, and hiring measures.

[100 million yen]	FY3/2025 Previous forecasts		FY3/2025 Revised forecasts		Results for 3Q of FY3/2025	
	Previous Forecasts	% of net sales	Forecasts	% of net sales	Results	Progress toward revised forecasts
Net sales	2,150	100.0%	1,831	100.0%	1,368	74.7%
Gross profit	413	19.2%	311	17.0%	239	—
SG&A expenses	277	12.9%	246	13.4%	174	—
EBITDA*	160	7.4%	87	4.7%	81	93.1%
Operating profit	136	6.3%	65	3.5%	65	100.0%
Ordinary profit	135	6.3%	65	3.6%	67	103.1%
Net profit attributable to UT Group	130	6.0%	81	4.4%	83	102.5%
EPS (yen)	327.01	—	203.45	—	209.03	102.7%

* EBITDA = Operating profit + Depreciation (Property, plant and equipment, and Intangible assets) + Amortization

FY3/2025 Dividend Distribution Policy



Use 60% of net income attributable to owners of the parent for dividend payment

- Start paying quarterly dividends from 3Q of FY3/2025 as the record date.
- The source of dividends is expected to be ¥4.86 billion based on the current net earnings forecasts.
- Distribute one-half of the source of dividends as dividends at 3Q-end and another half at 4Q-end.

Use 40% of net income attributable to owners of the parent for share buybacks

- The source of share buybacks is expected to be ¥3.24 billion (upper limit) based on the current net earnings forecasts of ¥8.1 billion.
- Use one-half of the source of share buybacks for carrying out the buybacks after the 3Q result announcement and another half after the FY3/2025 result announcement.

Revision of FY3/2025 Dividend Forecasts (announced on Feb. 12, 2025)

- Deliver shareholder returns through dividend payments, using a total payout ratio of 60% as the baseline target, from FY3/2024.
- Changed to the quarterly dividend payment from 3Q FY3/2025.
- Dividend yield is expected to be about 5% (5.0% based on the closing share price of 2,238 yen as of Feb. 10, 2025).

FY3/2025 Revised Dividend Forecasts (announced on February 12, 2025)

[Yen]

	1Q-end	2Q-end	3Q-end	4Q-end	Total
Previous forecasts			To be decided	To be decided	102.66
Revised forecasts				51.35 ²	112.33
FY3/2025 results	0.00	0.00	60.98 ¹		
FY3/2024 results	0.00	0.00	0.00	96.15	96.15

1: Quarterly dividends are paid from the record date for 3Q. The 3Q dividend amount is calculated by dividing the amount that is one half of 60% of the most recent forecasted net income attributable to owners of the parent, based on the dividend payout ratio of 60%, by the number of shares outstanding at the end of the 3Q.

2: The forecasted year-end dividend per share is calculated by dividing the amount that is one half of 60% of the most recent forecasted net income attributable to owners of the parent, based on the dividend payout ratio of 60%, assuming that all stock acquisition rights are exercised. If all the stock acquisition rights are not exercised during the 4Q accounting period, the annual dividend amount may be revised again due to the difference in the assumed number of shares. ¥60.98 if divided by the number of shares outstanding at the end of 3Q.

Appendix

Recent M&A Activities

Newly-consolidated companies in manufacturing dispatch

BeNEXT Partners Inc. (Acquired its shares on April 1, 2024)

- Acquired 100.0% of its shares from Open Up Group Inc.
- Renamed to UT Partners Co., Ltd.

Hitachi Ibaraki Technical Service Ltd.

(Acquired on May 1, 2024)

- Acquired 51.0% of its shares from Hitachi Ltd.
- Renamed to UT-HITES., Ltd.

Sale of subsidiaries in engineering dispatch

UT Technology Co., Ltd.

UT Construction Co., Ltd. (Sold on April 1, 2024)

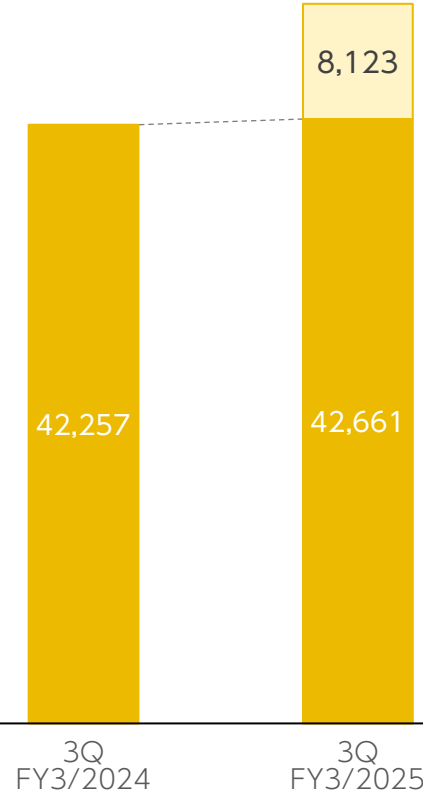
- Sold 100.0% of shares of those IT/construction engineer dispatch subsidiaries to Open Up Group Inc.
- The Engineering Segment of UT Group ceased to exist from FY3/2025.

Area Business: [million yen]

Impact of new subsidiaries

* Restated FY3/2024 results in the new segments

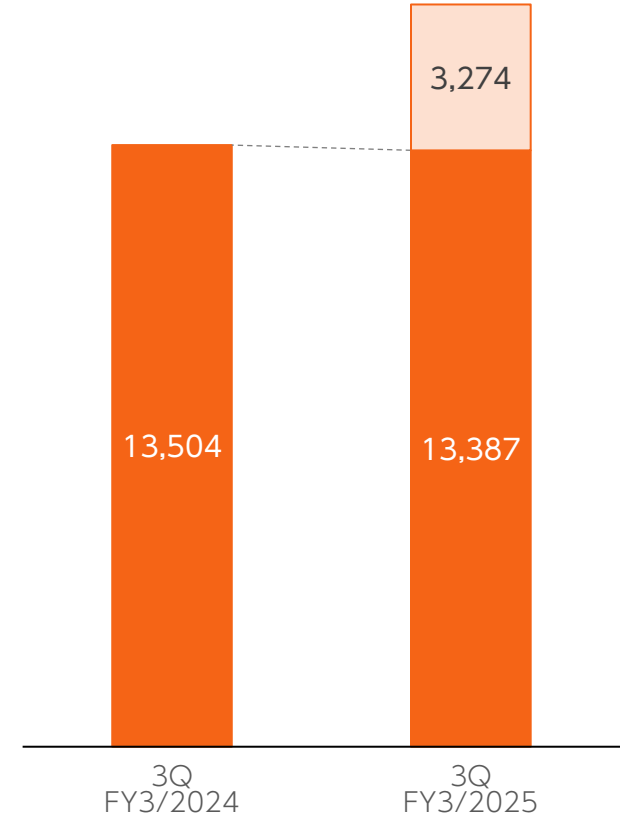
■ Existing ■ New subsidiaries (UT Partners)



Solution Business: [million yen]

Impact of new subsidiaries

■ Existing ■ New subsidiaries (UT-HITES)



(Reference) Analysis of SG&A expenses

(million yen)

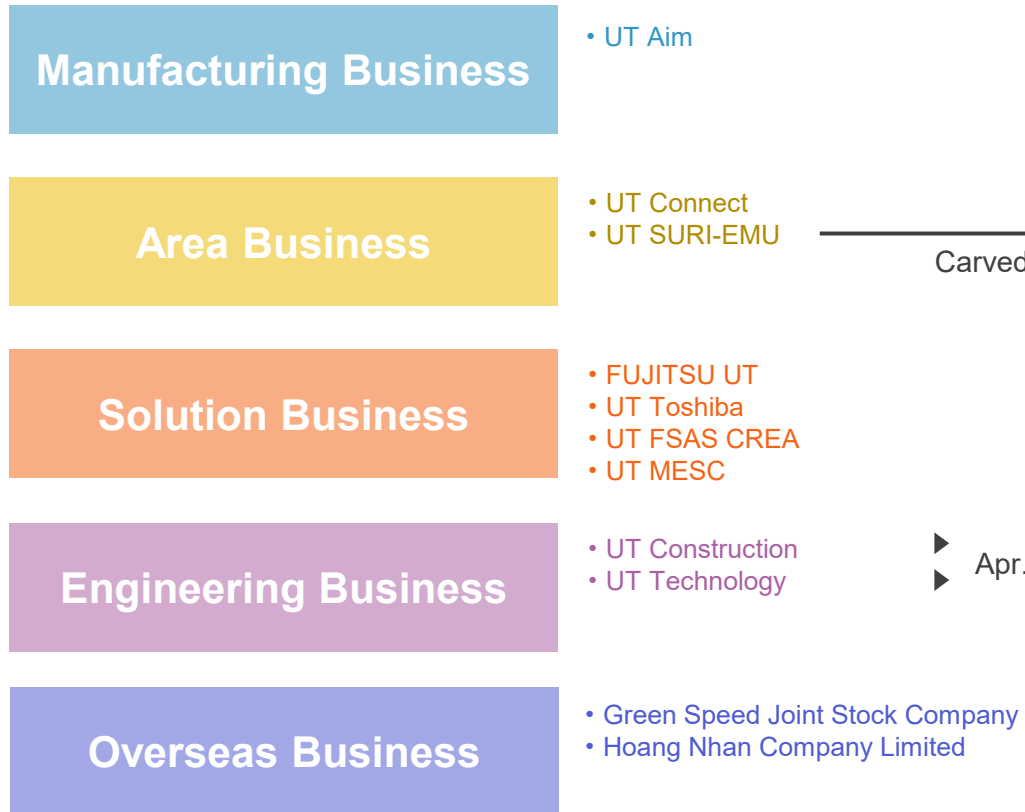
	FY3/2021					FY3/2022					FY3/2023					FY3/2024					FY3/2025				
	1 Q	2 Q	3 Q	4 Q	Full year	1 Q	2 Q	3 Q	4 Q	Full year	1 Q	2 Q	3 Q	4 Q	Full year	1 Q	2 Q	3 Q	4 Q	Full year	1 Q	2 Q	3 Q	4 Q	Full year
personnel expenses	1,665	1,981	1,828	1,837	7,311	2,246	2,362	2,547	2,391	9,546	2,403	2,414	2,393	2,510	9,720	2,424	2,309	2,371	2,458	9,564	2,819	2,614	2,637		
ratio to sales	6.4%	7.3%	6.2%	5.7%	6.4%	6.4%	6.3%	6.1%	5.6%	6.1%	5.8%	5.7%	5.5%	5.9%	5.7%	5.9%	5.6%	5.5%	5.9%	5.7%	6.4%	5.8%	5.6%		
Hiring expenses	151	267	770	1,218	2,406	1,215	1,608	1,575	1,719	6,117	877	1,041	817	812	3,549	886	1,030	1,451	1,689	5,058	985	1,417	1,360		
ratio to sales	0.6%	1.0%	2.6%	3.7%	2.1%	3.5%	4.3%	3.8%	4.0%	3.9%	2.1%	2.4%	1.9%	1.9%	2.1%	2.1%	2.5%	3.4%	4.0%	3.0%	2.2%	3.1%	2.9%		
depreciation and amortization of goodwill	171	181	218	256	826	309	303	305	307	1,225	267	308	320	327	1,223	452	352	355	418	1,578	503	514	512		
ratio to sales	0.7%	0.7%	0.7%	0.8%	0.7%	0.9%	0.8%	0.7%	0.7%	0.8%	0.6%	0.7%	0.7%	0.8%	0.7%	1.1%	0.9%	0.8%	1.0%	0.9%	1.1%	1.1%	1.1%		
Other	883	831	1,029	1,152	3,895	1,058	1,086	1,196	1,285	4,625	1,083	1,053	990	1,002	4,130	1,166	1,143	1,183	1,400	4,894	1,399	1,345	1,300		
ratio to sales	3.4%	3.1%	3.5%	3.5%	3.4%	3.0%	2.9%	2.9%	3.0%	3.0%	2.6%	2.5%	2.3%	2.4%	2.4%	2.8%	2.8%	2.8%	3.3%	2.9%	3.2%	3.0	2.7%		
SG&A Expenses	2,870	3,260	3,845	4,463	14,438	4,828	5,359	5,623	5,703	21,513	4,631	4,817	4,521	4,653	18,624	4,929	4,835	5,363	5,967	21,095	5,707	5,890	5,810		
ratio to sales	11.1%	12.0%	13.0%	13.7%	12.5%	13.7%	14.3%	13.6%	13.3%	13.7%	11.1%	11.3%	10.3%	10.9%	10.9%	12.0%	11.8%	12.5%	14.2%	12.6%	12.9%	13.0%	12.2%		

(note) Results for 3Q, 4Q and Full-year of FY3/2023 exclude the stock-based compensation expenses

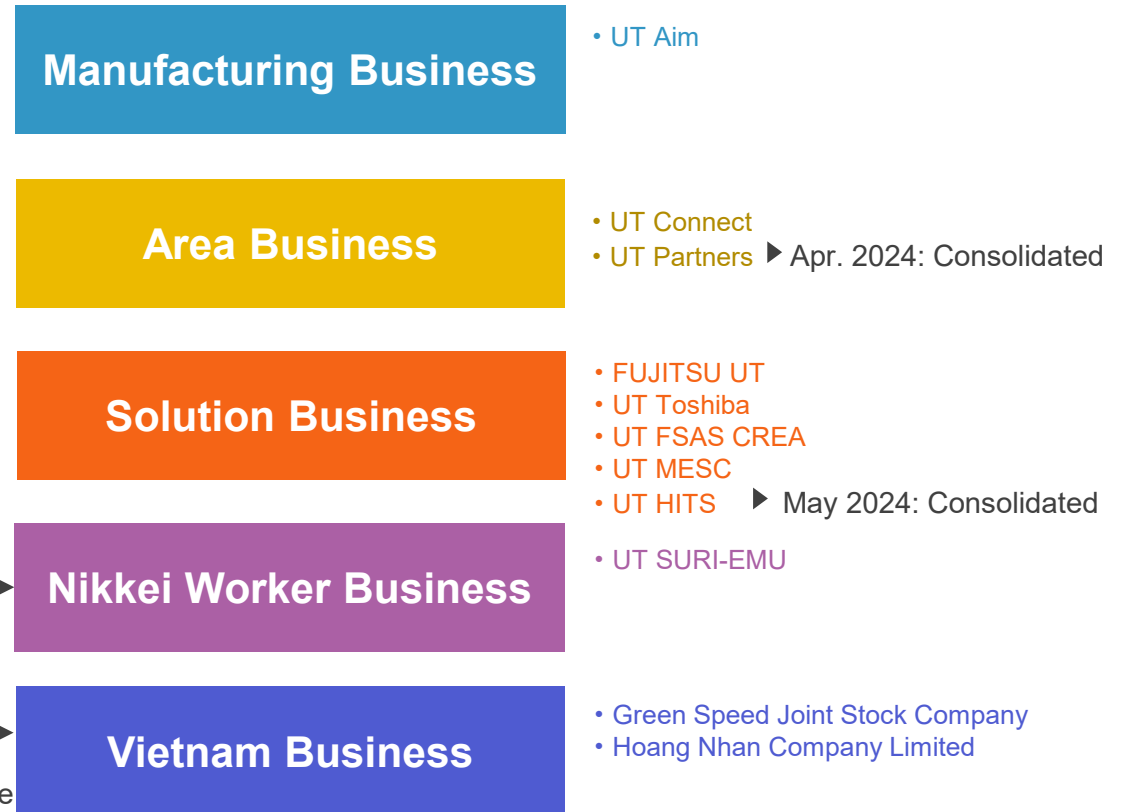
Change in Segments and the Allocation Method of HQ expenses, etc. (from April 2024)

- Carved out of the Nikkei (Japanese origin) HR business from the Area Business
- Discontinued the Engineering Business due to the sale of the IT/construction engineer dispatch subsidiaries.
- Changed to a more rational allocation method to more properly manage segment performance. The segment profits for FY3/2024 have been restated.

Before (up to March 2024)



After (from April 2024)

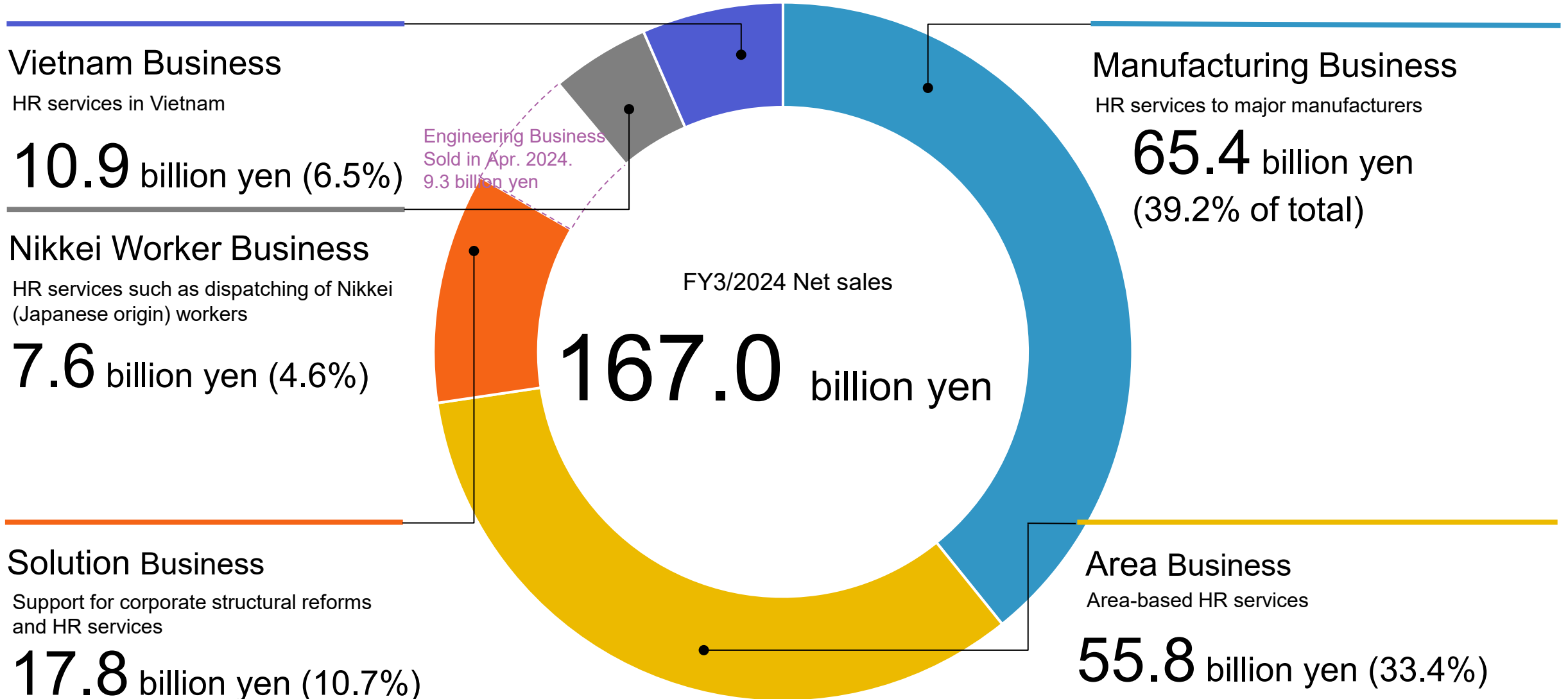


Carved out

▶ Apr. 2024: Sold

Change the segment name

Segment Composition (Restated FY3/2024 Results in New Segments)



Performance-linked stock acquisition rights

Overview of the performance-linked stock acquisition rights

Resolved by the Board of Directors
(2020/5/20)

Objective

to strengthen our commitment to pursuit of expanding corporate value of the Company in the medium- to long-term.

Total number of stock acquisition rights:

80,592 units (equivalent to 20% of issued shares) * At the issuance

Conditions for exercise of stock acquisition rights

If any of (A), (B), and (C) below is fulfilled (one time only) **Condition achieved in FY3/2023**

A : EBITDA of ¥15 billion or more in any of FY3/2021-FY3/2024

~~B : EBITDA of ¥20 billion or more in any of FY3/2021-FY3/2025~~

~~C : EBITDA of ¥30 billion or more in any of FY3/2021-FY3/2027~~

The exercise condition is a profit growth of 1.7-2.9 times EBITDA in FY3/2020, even though dilution of up to 20% will occur.

※EBITDA = Operating profit + Depreciation (Property, plant and equipment, and Intangible assets) + Amortization + Stock-based compensation expenses

When to recognize stock-based compensation expenses

Because the condition A was met in FY3/2023, stock-based compensation expenses of about ¥5.5 bn was recorded.

The stock-based compensation expenses of ¥5.5 billion has been recognized as expense for accounting purposes, do not involve cash-out, and do not affect cash and deposits.

The exercise price is 1,859 yen per share. When all the rights are exercised, cash will increase and be transferred to stated capital and additional paid-in capital.

Exercise period

May 1, 2021 to April 30, 2028

Corporate Outline

Corporate Outline

As of Dec. 31, 2024

Corporate name:	UT Group Co., Ltd.
Established:	April 14, 1995
Founded:	April 2, 2007
Capital:	1,391 million yen
Listing:	TSE Prime Market (Securities code: 2146)
Representative:	President and Representative Director Manabu Sotomura (As of April. 1, 2024)
Location:	1-11-15 Higashi-Gotanda, Shinagawa-ku, Tokyo
Number of issued and outstanding shares :	39,852,383shares
Number of shareholders:	15,233

Group Companies

As of Dec. 31, 2024

UT Aim Manufacturing personnel services	UT SURI-EMU General personnel dispatch and outsourcing
UT Connect General personnel dispatch and outsourcing	Green Speed Joint Stock Company Hoang Nhan Company Limited General personnel dispatch and outsourcing in Vietnam
UT Partners General personnel dispatch and outsourcing	UT Life Support Internal benefit program management
FUJITSU UT General personnel dispatch and outsourcing	UT Heartful Special subsidiary company
UT Toshiba General personnel dispatch and outsourcing	
UT FSAS Creative Office work and IT personnel dispatch and outsourcing of operations system management and help desks	
UT MESC Elevator/escalator manufacturing outsourced work and dispatch of design engineers	
UT-HITES General personnel dispatch and outsourcing	

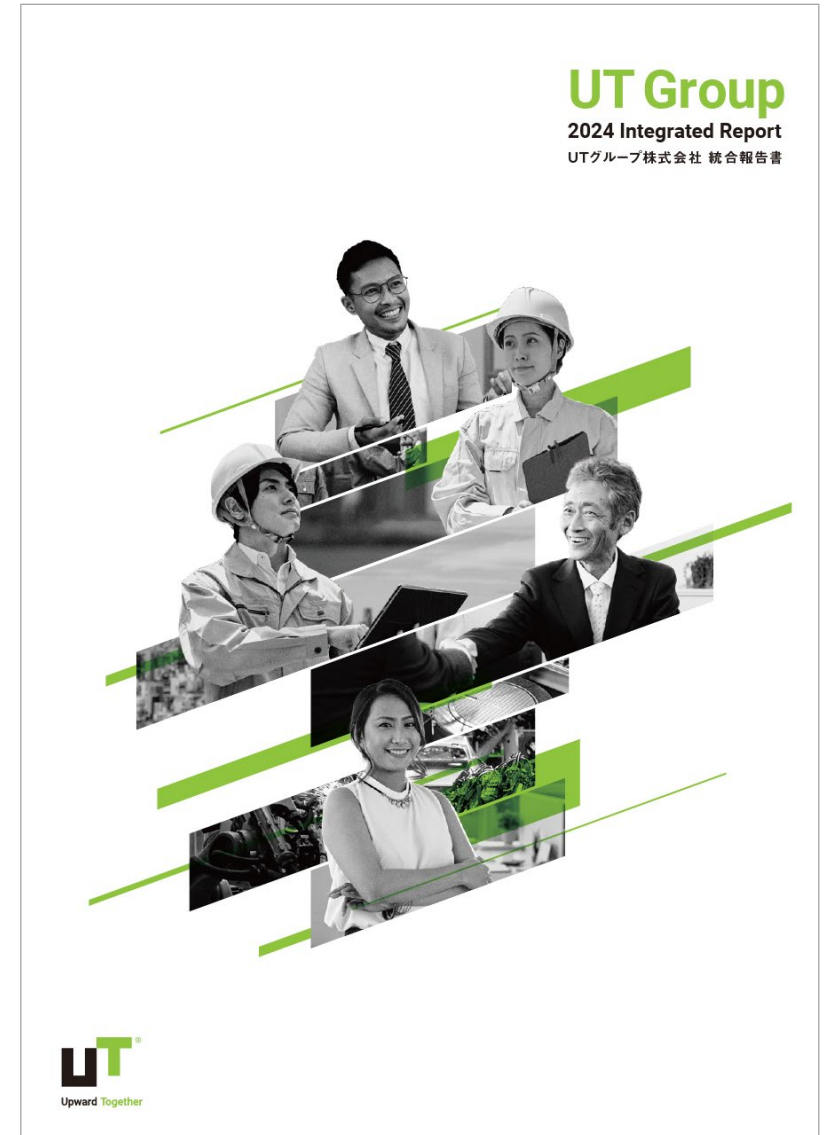
INTEGRATED REPORT 2024 was released (Oct. 2024)

Labor practices such as lifetime employment, seniority system, new graduate recruitment, and in-house education had been sources of competitiveness for Japanese companies, underpinning Japan's high economic growth, and forming a unique labor market in Japan. At present, however, the working-age population is rapidly declining and labor shortages are becoming apparent everywhere. This is becoming a serious problem in the manufacturing industry, where UT Group dispatches its employees. At present, while non-regular workers account for about 40% of Japan's labor force, the disparity between regular employees and non-regular workers is still large. The low labor force participation rate of women also stands out in international comparisons. As the social and economic environment undergoes drastic changes, it is necessary to reform traditional labor practices and create a labor market suitable for the new era.

“We at UT Group aim to realize a society in which all people who are willing to work are equally given opportunities for skill development and career formation, and are treated fairly.” The UT Group currently has approximately 34,000 technical employees in Japan, and plans to expand the scale to 50,000 - 60,000 over the medium term. We believe that creating a base for 2,000 hires per month and expanding a platform where as many diverse people as possible can become empowered and continue working will contribute to solving many issues facing the labor market. Please read our Integrated Report 2024 and take a look at our vision of the world we are aiming for and our efforts.

Please download the Integrated Report from here:

https://ssl4.eir-parts.net/doc/2146/ir_material4/238626/00.pdf



Sustainability Data Book 2023 was released (June. 2024)

UT GROUP Sustainability Data Book 2023

UTグループ サステナビリティデータブック

The "UT Group Sustainability Data Book 2024" explains our thoughts, initiatives, indicators, etc. regarding sustainability that are not included in the Integrated Reports. The contents are categorized according to the Company's four key themes, and a wide range of information and data are included so that stakeholders can better understand the Company's activities.

Please download the Sustainability Data Book from here:

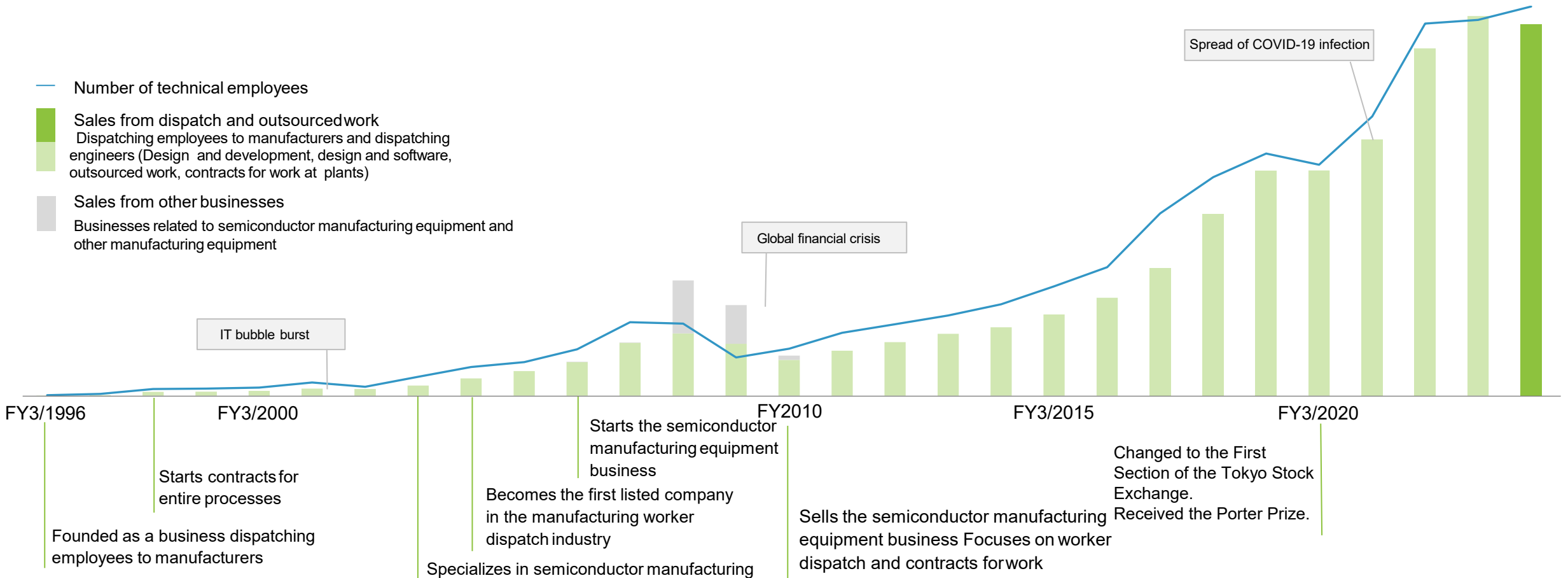
https://ssl4.eir-parts.net/doc/2146/ir_material4/232537/00.pdf

The Leading Company in Manufacturing Dispatch Industry

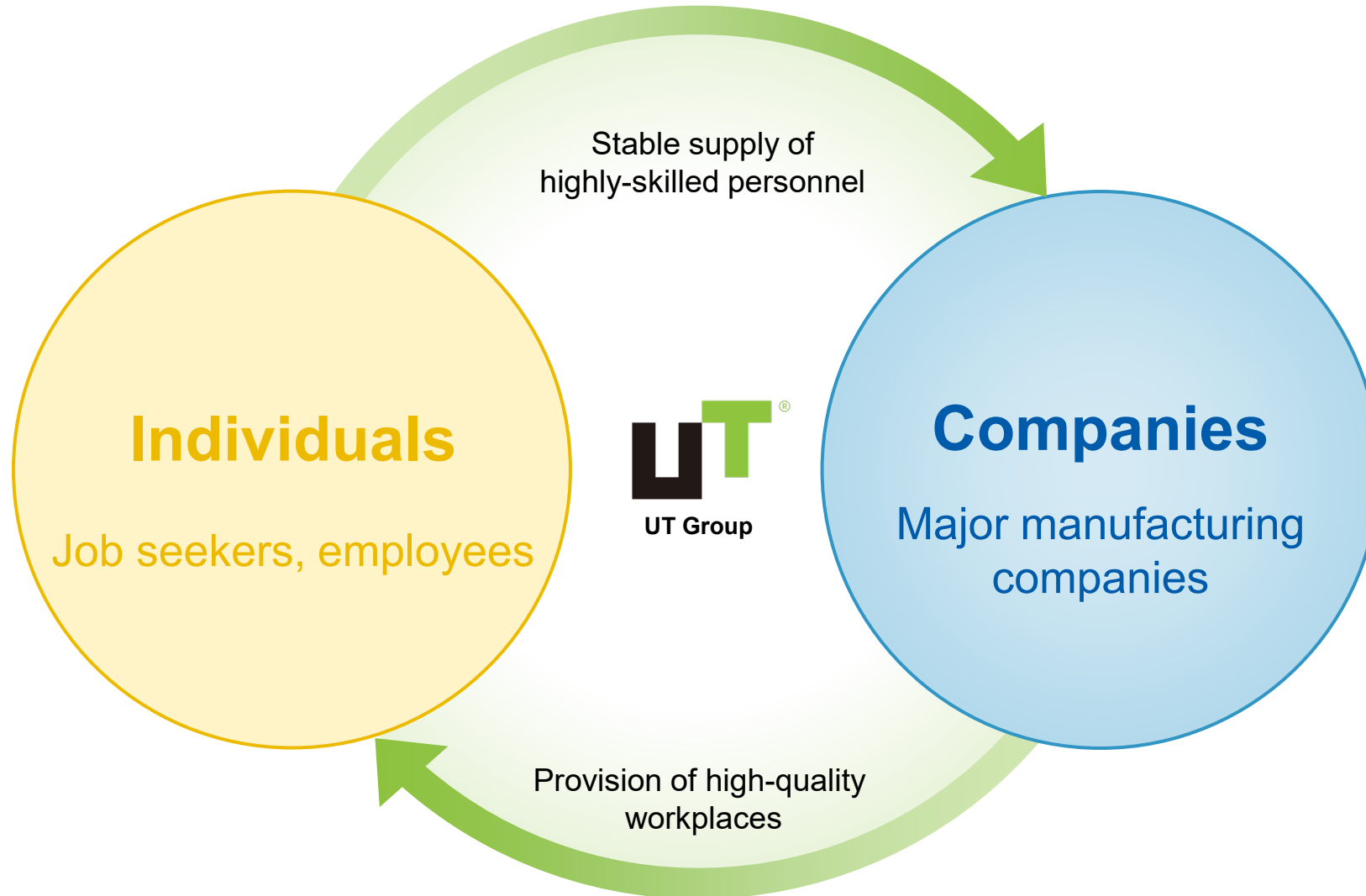
Creating vigorous workplaces empowering workers.

Adopting the twin customer strategy that identifies both workers and companies as clients, UT Group transformed the process of manufacturing worker dispatch into a sustainable business model that facilitates growth by both workers and companies. Create a “diversity & inclusion” workstyle platform.

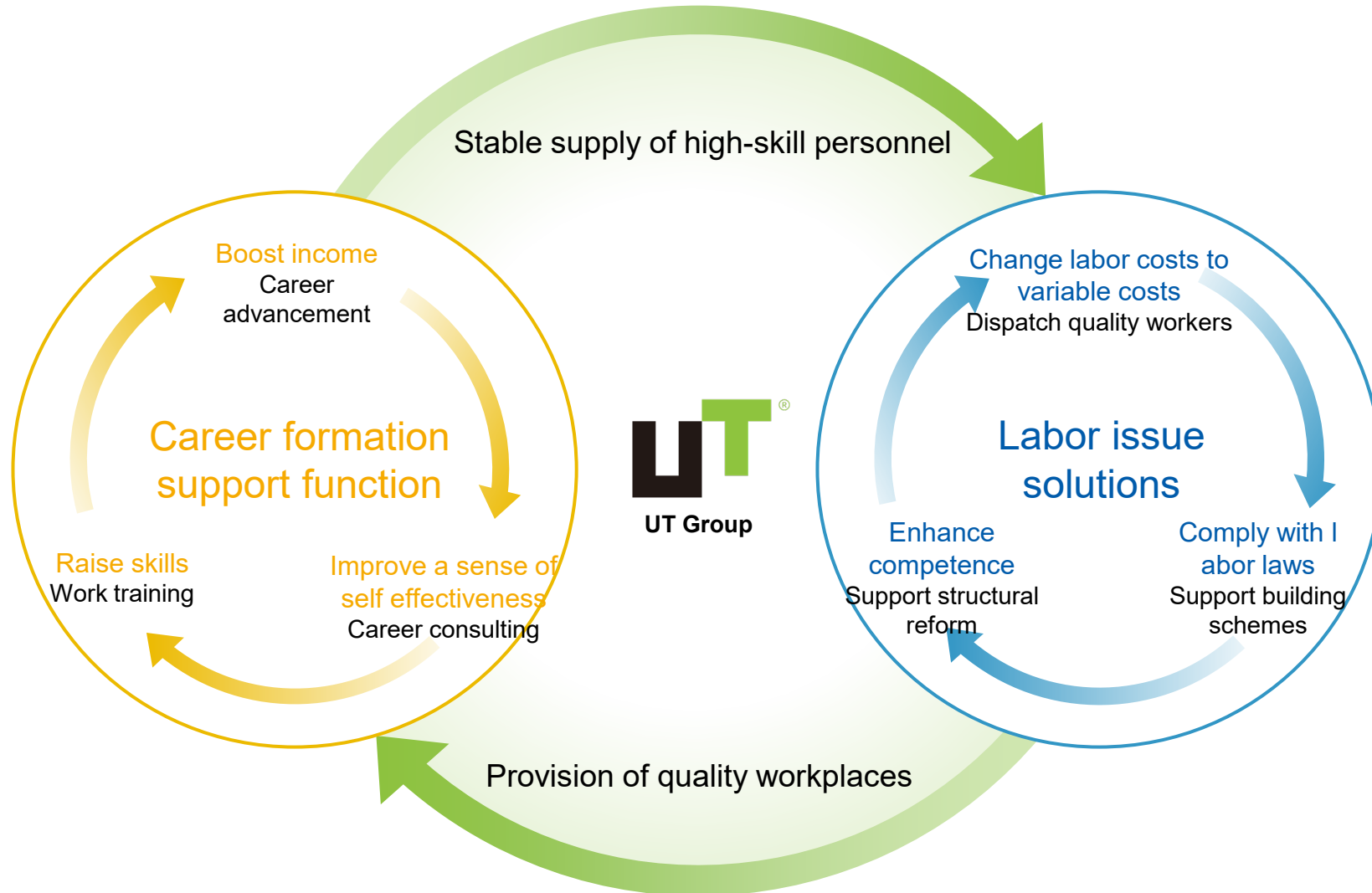
FY3/2024
 Domestic Technical employees
33,078
 Consolidated sales
¥167.0bn



Twin-Customer Strategy and Career Platform

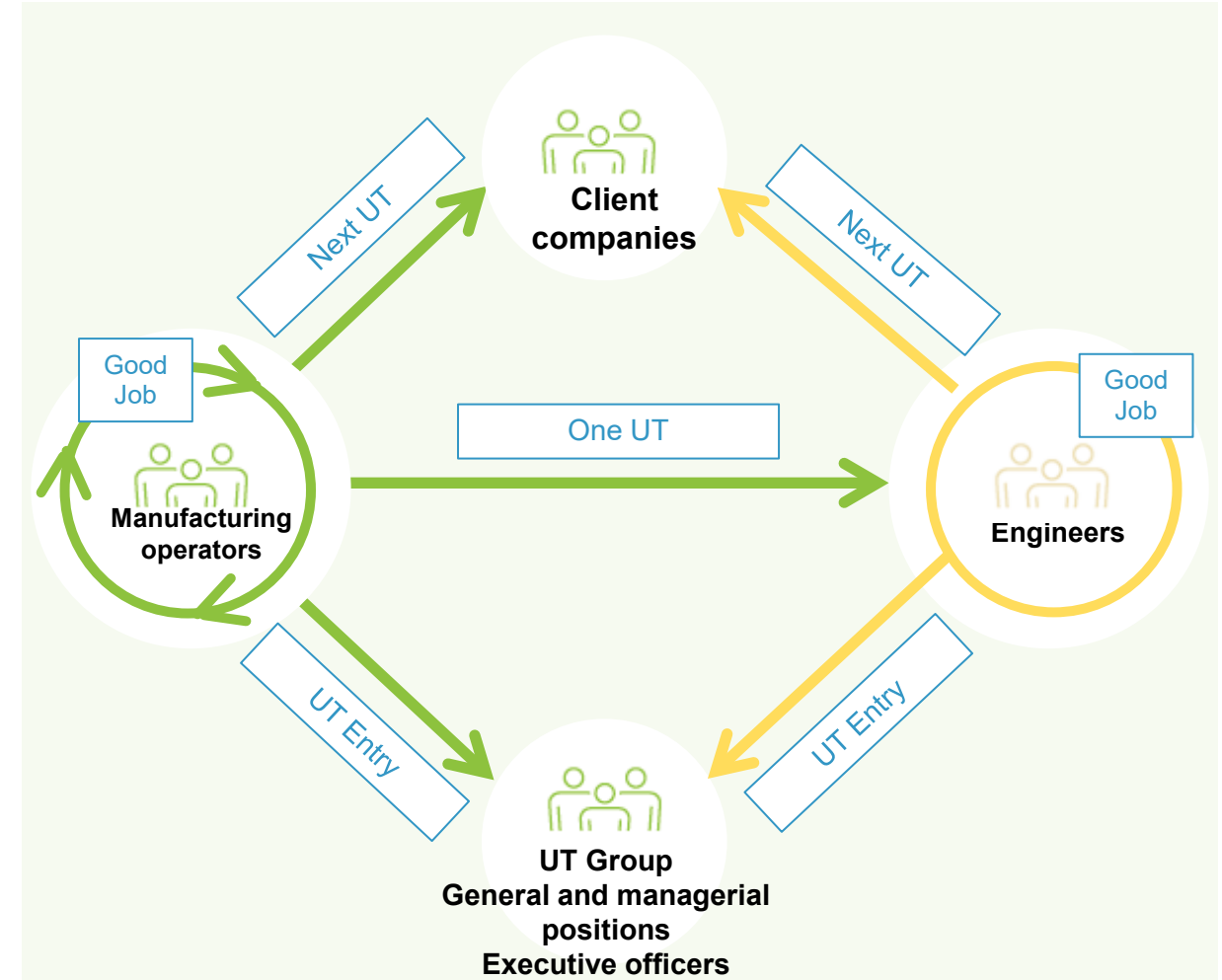


Twin-Customer Strategy and Career Platform



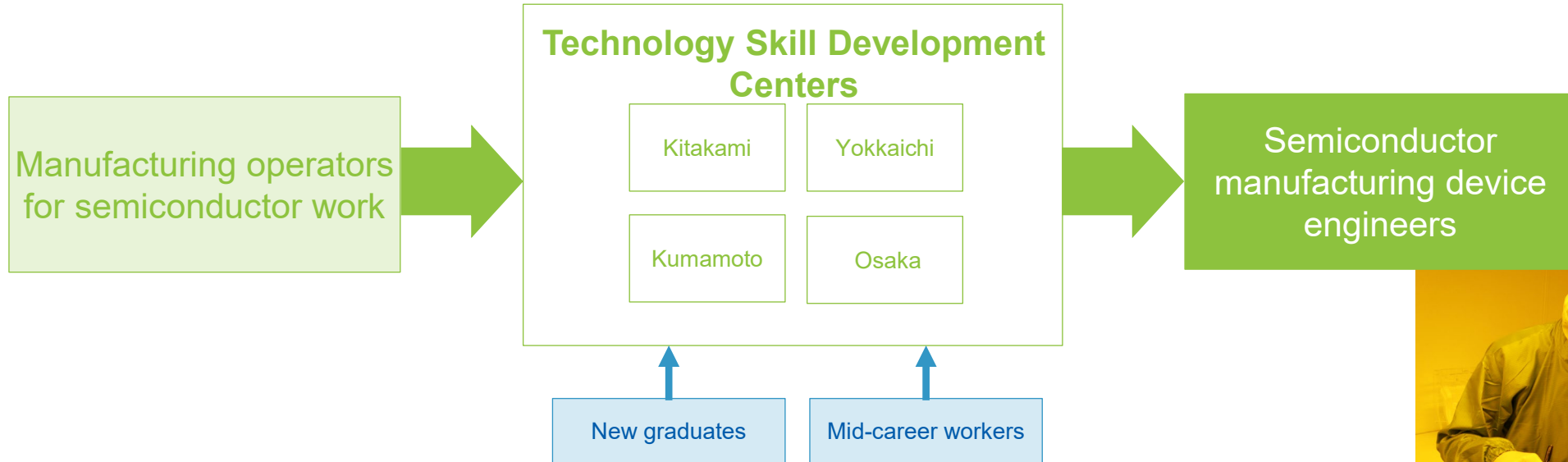
Enhancement of the systems that enable technical employees to advance their careers

- Good Job**
A system that allows manufacturing operators and engineers to freely choose a workplace
(Own workplaces can be selected)
- One UT STEP UT**
A system that supports career changes from manufacturing operators to engineering jobs at Group companies. Provides opportunities to build various careers within the Group.
(Intra-group transfers)
- Next UT**
A system that supports the transfer to a client company (mainly major manufacturers). Expand career path options to motivate employees.
(Transfer from UT's dispatched worker status to being a client company's full-time employee)
- UT Entry**
A voluntary nomination system to a manager or an executive. The industry's first system that provides all employees with a fair career opportunity regardless of their years of service, experience, or age.
(Voluntary nomination to the position of a manager or an executive)



Strongly promote SME engineer development

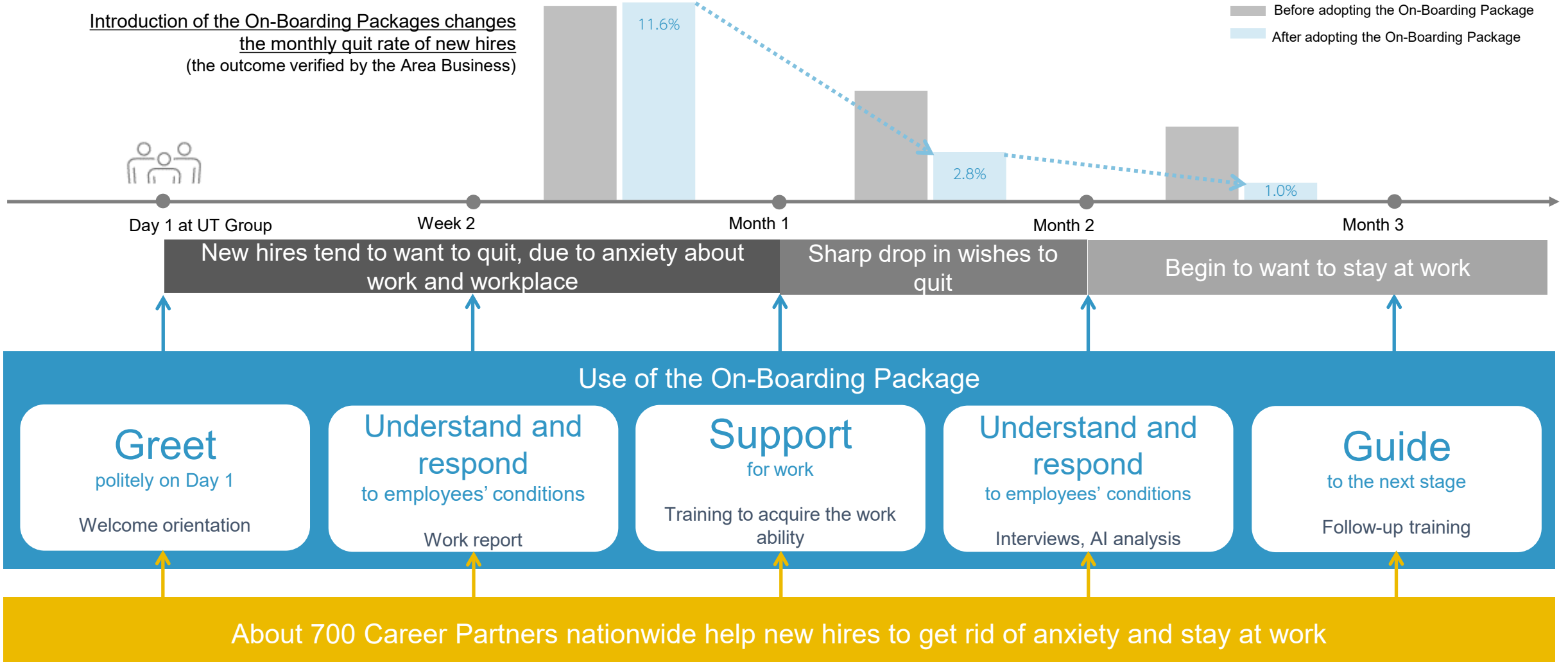
- Established four technology skill development centers for manufacturing engineers in the semiconductor field (Dec. 2020: Kitagami City in Iwate; March 2021: Yokkaichi City in Mie and Kumamoto City in Kumamoto; May 2021 Osaka City in Osaka)
- Targeting to produce 5,000 engineers in FY3/2022 – FY3/2025.



Practical training in a clean room

Restrain new hires from quitting by consistent support for their growth

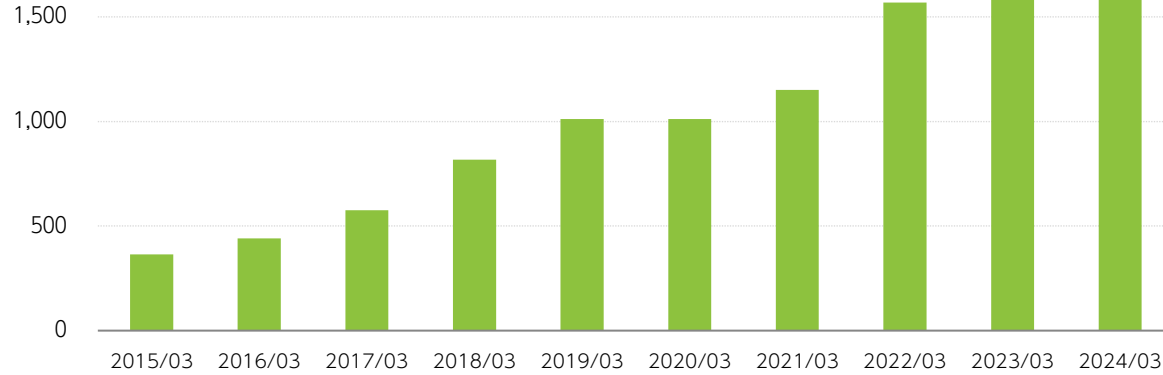
- The Area Business introduces in stages the On-Boarding Package, which removes factors to quit and creates factors to stay



Trends of Business Results

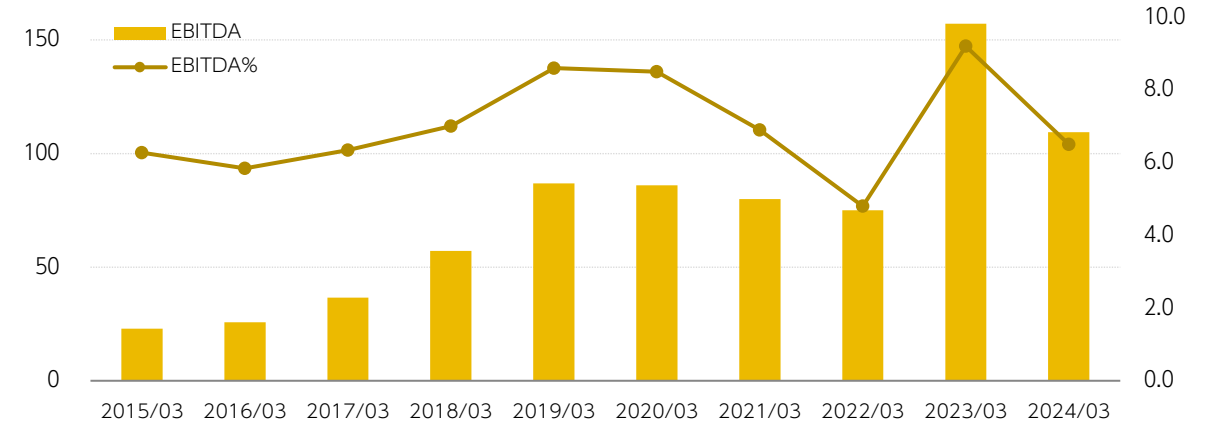
Net sales

(100 million yen)



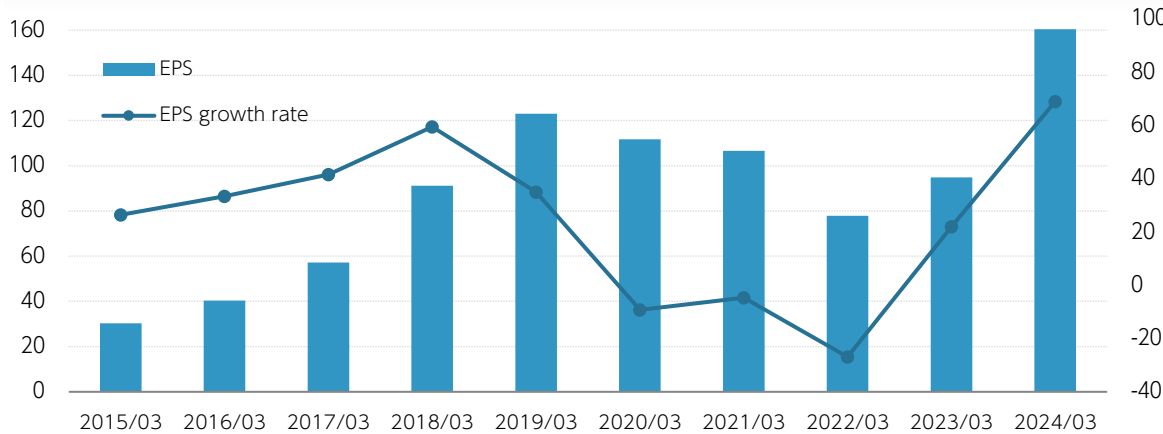
EBITDA(LH) and EBITDA% (RH)

(100 million yen, %)



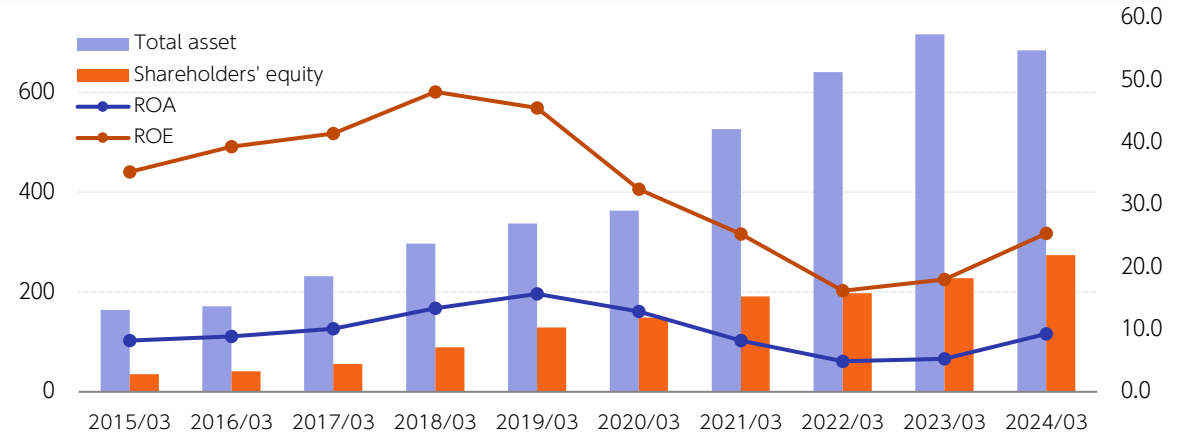
EPS and EPS growth rate

(Yen, %)



Total assets and Shareholders' equity (LH) ROA and ROE (RH)

(100 million yen, %)

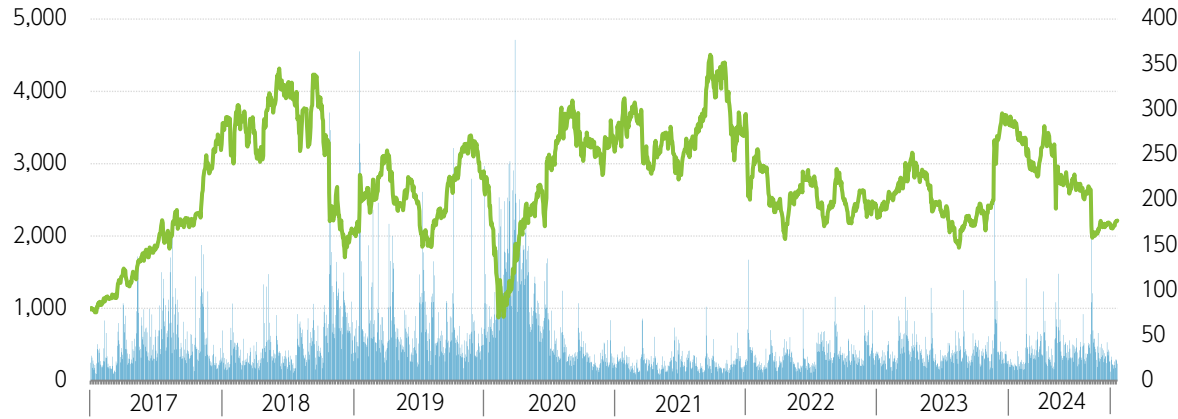


ROA=親会社株主に帰属する当期純利益/総資産 (期中平均)、ROE=親会社株主に帰属する当期純利益/株主資本 (期中平均)

Trends of Stock Price

Stock price (LH) and trading volume (RH)

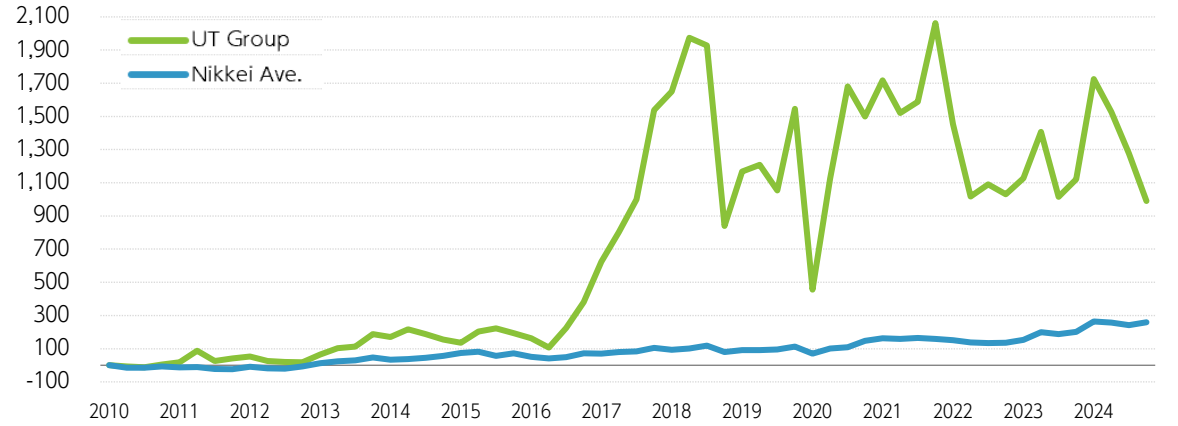
(Yen / 10,000 shares)



Changes in stock price

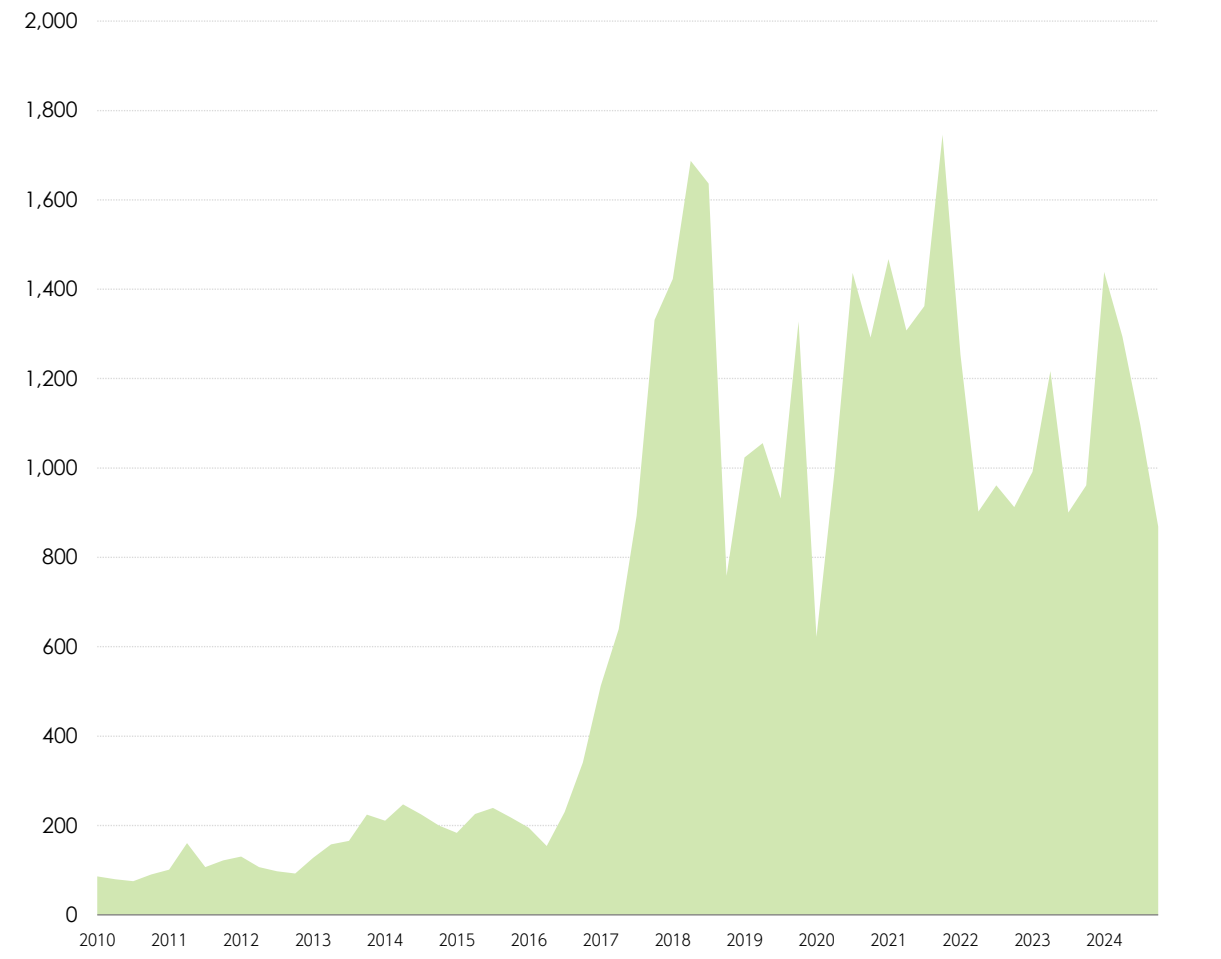
(compared with the level on March 31, 2010)

(%)



Market capitalization

(100 million yen)



Create vigorous workplaces empowering workers.



Upward Together

UT Group Co., Ltd.

Disclaimer

This document has been prepared solely for the purpose of providing information regarding the Company's business forecasts. The forward-looking comments and forecasts expressed in this document are the plans based on the Company's judgment based on information available at the time of its preparation and are subject to change without notice. Actual results may differ from the above forecasts, due to various factors.

[Inquiries]

UT Group Co., Ltd.

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