

March 25, 2024

Company name: UT Group Co., Ltd.
 Representative: Yoichi Wakayama, President,
 Representative Director & CEO
 (Securities code: 2146, TSE Prime Market)
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UT Group Announces Changes in Representative Directors and to Management Structure to Have Two Representative Directors With the Aim of Achieving the Fourth Medium-Term Business Plan

At the Board of Directors meeting held today, UT Group Co., Ltd. has decided on the following changes in Representative Directors. UT Group will further promote the Rolling Plan of the Fourth Medium-Term Business Plan under a management structure of two Representative Directors.

1. Name and title of representative directors to be transferred

Name	New title	Current title
Yoichi WAKAYAMA	Chairman and Representative Director	President and Representative Director
Manabu SOTOMURA	President and Representative Director	Director and Executive Officer

2. Reason for the change

Under the Rolling Plan of the Fourth Medium-Term Business Plan announced in February 2024, UT Group will “shift to a strategy primarily keyed to the perspective of workers” with the aim of “becoming the most preferred company by dispatch workers” by FY3/2026, the final year of the plan. We recognize the provision of the dispatch workstyle as a service for workers as the labor market has become the sellers’ market due to the continued labor shortages caused by the declining working-age population in Japan. We intend to build a highly convenient service. In addition, in response to changes in the business environment, we will be engaged in hiring activities and service development with a sense of speed more than ever.

Sotomura has provided strong leadership in the Group, as a director in charge of all business divisions of the Company, by utilizing his abundant business experience in the areas of HR affairs, HR development, and sales, as well as his knowledge of overall management. In promoting the

Rolling Plan, the management structure of two representative directors, with Wakayama as Chairman and Representative Director and Sotomura as President and Representative Director, will accelerate decision-making and strengthen business execution functions.

Sotomura will lead the business and be in charge of achieving the Rolling Plan by improving the quality of the “dispatch services” through the establishment of service base and business foundation. He will also be engaged in strengthening the organizational capability. Wakayama will play a key role in formulating the next medium-term business plan and management policies to realize UT Group’s long-term management vision for FY3/2030.

As a leading company in manufacturing dispatch, we will work together to create a new type of worker dispatch business for the manufacturing industry, ultimately aiming to realize our Purpose, “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.”

3. Biography of the newly appointed Representative Director

Name (Date of birth)	Career		Number of shares owned
<p>Manabu SOTOMURA (January 21, 1968)</p>	April 1991	Joined Recruit Co., Ltd.	12,299 shares
	April 2002	General Manager of HR Headquarters, Integrated Planning Department, Recruit Co., Ltd.	
	April 2006	General Manager of HR Department and General Manager of General Affairs Department, Recruit Co., Ltd.	
	April 2011	Company Officer of HR Company, New Graduates Planning Section, Recruit Co., Ltd.	
	May 2012	Corporate Officer of BELLSYSTEM24, Inc.	
	March 2014	Managing Corporate Officer of BELLSYSTEM24, Inc.	
	March 2014	Corporate Officer of BELLSYSTEM24 Holdings, Inc.	
	June 2017	Joined UT Group Co., Ltd. as Senior Executive Officer and Head Officer of the CEO’s Office	
	June 2019	Director of UT Group Co., Ltd. (current)	
	April 2020	Senior Executive Officer, Division Manager of the Management Reformation Division of UT Group Co., Ltd.	
April 2023	Executive Officer in charge of the Manufacturing Business Division, Area Strategy Business Division, Strategic Investment Division and the Service Development Division of UT Group Co., Ltd. (current)		
April 2023	President and Representative Director, UT Aim Co., Ltd. (current)		

	April 2023	President and Representative Director, UT Connect Co., Ltd. (current)	
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4. Scheduled date of appointment

April 1, 2024

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