

October 15, 2026

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Notice Regarding Misconduct by a Former Employee of UT Group

UT Group Co., Ltd. has discovered that its former employee, who had been seconded to its subsidiary, UT Aim Co., Ltd., falsely represented himself as acting on behalf of UT Aim to order and receive gift certificates for personal gain.

Upon receiving notification from a business partner, we became aware of the suspected misconduct by the former employee on October 5, 2026, and conducted an initial investigation to determine whether misconduct had occurred and to clarify the facts. As a result, we confirmed that the former employee had ordered and received QUO cards with a total value of 400 million yen without proper authorization from UT Aim and for purposes entirely unrelated to UT Aim's business operations.

This incident constitutes suspected fraud or breach of trust by the former employee. Immediately after confirming the facts through our initial investigation, we began consulting with law enforcement authorities and discussing the possibility of filing criminal charges. We are fully cooperating with the investigation by the relevant authorities. Therefore, to avoid interfering with the investigation, we will refrain from disclosing further details of this incident at this time.

Additionally, regarding this incident, Human Creation Holdings Inc., the parent company of the business partner that provided the aforementioned notification, issued a timely disclosure announcement today. While that announcement refers to the individual as an employee of the business partner and an employee of UT Aim, the former employee in question has already resigned from UT Group. Regarding the outstanding amount announced by Human Creation Holdings, UT Group and UT Aim believe that UT Aim has no obligation to make payment, given that the orders placed by our former employee were made without proper authorization from UT Aim. We are currently in discussions with Human Creation Holdings regarding this point.

We sincerely apologize to our shareholders, investors, business partners, and all other stakeholders for the significant inconvenience and concern caused by this incident.

In response to the discovery of this incident, UT Group has established an Internal Investigation Committee to conduct a thorough investigation into the facts, determine the scope of the affected transactions, analyze the causes of the misconduct, and consider measures to prevent recurrence.

We take this situation very seriously and are committed to implementing comprehensive measures to prevent recurrence. At the same time, we will strive to strengthen governance and compliance across UT Group and its Group companies, and to ensure thoroughly employee training.

The impact of this misconduct on our consolidated financial results for FY3/2027 is currently expected to be minor; however, we will promptly disclose any additional information that is required to be disclosed should the need arise.

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