

ORJ Inc.

〈Provision of information pursuant to Article 23 of the Worker Dispatching Act〉	
Number of dispatched workers (as of December 31, 2021)	3 people
Number of dispatch destinations (as of December 31, 2021)	2 offices
Margin ratio (July 1, 2021-December 31, 2021)	56.0%
Whether or not a labor-management agreement has been concluded	Yes concluded
Scope of dispatched workers covered by the labor agreement	In general, all dispatched workers who conclude a dispatch labor contract with our company
End of validity period of labor-management agreement	March 31, 2023
Average amount of fees related to worker dispatching (wages per day (calculated as 8 hours of work) July 1, 2021 - December 31, 2021)	26,611 yen
Average amount of wages for dispatched workers (per day (calculated as 8 hours of work) July 1, 2021 - December 31, 2021)	11,696 yen

Matters concerning education and training

Training content	Type of work	Target audience	Training method	Implementing entity	Cost burden	Wage payment
Basic education and training for company employees	Mutual	Newly dispatched workers	OFF-JT	Our company	No compensation	Salaried
How to proceed with interpretation and translation at manufacturing sites	Interpretation and translation	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
How to proceed with on-site work	Manufacturing	Dispatched workers	OFF-JT	Our company	No compensation	Salaried

Human error education	Mutual	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Quality control education and training	Manufacturing	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Mental health education and training	Mutual	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Computer training	Interpretation and translation	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Education and training for process managers	Manufacturing	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Process leader education and training	Manufacturing	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Leader education and training	Interpretation and translation	Dispatched workers	OFF-JT	Our company	No compensation	Salaried
Education and training for candidates for business manager	Mutual	Dispatched workers	OFF-JT	Our company	No compensation	Salaried