

# Information on worker dispatch business

Period covered: January 1, 2022 - December 31, 2022

Office name: Autome Giken Co. Ltd.

Office address: 3-20 Shiranemachi, Komatsu-shi, Ishikawa 923-0866, Japan

①	Number of dispatched workers (average per day)	4
②	Number of business locations to be dispatched (real number in target period)	3 business sites
③	Fee for worker dispatching 【Average amount per day (8 hours)】	24,300 yen
④	Wages of dispatched workers 【Average amount per day (8 hours)】	16,178 yen
⑤	Margin rate 【 $(③-④) \div ③$ 】	33.4%
	Cost included in margin rate	
	• Social insurance	
	• Paid vacation expenses	
	• Company operating expenses	
	Education and training costs, welfare costs, health checkup costs, employment management costs, recruiting costs, operating costs, social gathering costs, etc.	
	*Matters related to education and training	
	New employee training, Mechanical drawing skill certification fee, CAD training, Other various training	
	•Operating income	

⑥ About the career formation support system

- Consultation desk for career consulting

(Installation department) Person responsible for dispatching

(Contact address) +81-761-24-5513

- Matters concerning education and training

Types of education and training	Target	Method	Wage payment	Dispatched workers' cost burden
Training at the time of entry (Business etiquette, employment rules at dispatch destination)	New entrants	Off-jt	Yes	No
Career up training 1 (Basic rules of mechanical drawing, basic operation of CAD)	Dispatched worker (Year 1)	Off-jt	Yes	No
Career up training 2 (Basic rules of mechanical drawing, applied operation of CAD)	Dispatched worker (Year 2)	Off-jt	Yes	No
Career up training 3 (Professional training on mechanical design)	Dispatched worker (Year 3)	Off-jt	Yes	No
Leader training course	Dispatched worker (After 4th year)	Off-jt	Yes	No

⑦ Whether or not a labor-management agreement has been concluded regarding the determination of the treatment of dispatched workers.

Not concluded a labor-management agreement

A labor-management agreement has been concluded (the end of the validity period of the agreement, March 31, 2025)

- Scope of workers subject to the agreement (employees engaged as dispatched employees)