

November 11, 2020

**SUMMARY OF THE Q&A SESSION**  
**AT THE IR MEETING FOR THE 2ND QUARTER ENDED SEPTEMBER 30, 2020**

MEITEC CORPORATION

1. Date: October 29, 2020, 16:00–16:30
2. Place: Online conference
3. Q&A:

Q. This time you have continued to conduct active hiring as planned. However, I hear that some other companies' utilization ratios have floundered and they have stopped hiring. What is the reason that you have continued active hiring under these conditions? Are you expecting to receive new orders in the second half of the fiscal year? Or do you anticipate growth in the next fiscal year and beyond?

A. I believe you are asking if we will be able to assign people as we continue hiring. We sense a solid response to assignments in the second half from client trends and actual sales activities. For the Company's business, we believe it is essential to hire talented engineers, educate them, and allow them to build up solid practical experience in order to enhance their careers and skills. Therefore, not only for this fiscal year, but also for the final fiscal year of our three-year Mid-term Management Plan, "The Transformation," and beyond that, the Company has made a management decision to continue its hiring activities unchanged. This reflects our desire to contribute to companies mainly in Japan's manufacturing industry with our services for supplying engineering. It also aligns with our social role for providing many engineers with opportunities for self-realization by working in a professional environment.

Q. In previous years, you have announced company plans with ambitious targets and executed them steadily. This fiscal year, for example, if there is a hiring opportunity, if you had to choose between achieving the profit target or the hiring target, can we understand that the hiring plan would take precedence?

A. Management's position is that we would seek to judge the situation giving consideration to both achieving earnings and investment in hiring and education. However, as I explained in May, we learned from our experience of the Lehman Brothers shock, and based on the assumption that there will always be ups and downs in the business environment, we have worked to develop our capabilities so that even if the environment deteriorates, we will always be needed and chosen by our clients as an essential presence. Based on this, talented human resources are important from a medium- to long-term perspective, and we aim to secure a good intake. However, we also think it is important to make small adjustments constantly based on the status of parameter.

*(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.*

Q. Various companies have made statements regarding employment adjustment subsidies. Have you also applied for subsidies?

A. In the end, Meitec Corporation and Meitec Fielders Inc. have not applied for subsidies. Among our Group companies, Meitec Cast Inc., which operates a dispatch staff business, has applied. Many of the workers have small children at home, and we applied for subsidies to cover those who took leave from work to care for their children. Another company, Meitec Business Service Corporation, which employs people with disabilities has also applied for subsidies. We put the safety and security of employees who have disabilities as our first priority, and continue operations and hiring while suspending some operations.

In addition, at Meitec and Meitec Fielders we have long made preparations to ensure our employees do not find themselves in a situation where they fear for their employment. We have therefore not applied for subsidies, considering that the employees themselves are able to grow autonomously.

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