

April 2, 2021

Company Name: COPRO-HOLDINGS. Co., Ltd.

Chief Executive Officer: Kosuke Kiyokawa

(Stock code: 7059, TSE 1st section, NSE 1st section)

Inquiries: Director of Management Strategy Division, Eiji Kawamura

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(Progress of Disclosed Matter)

Notice of Establishment of Subsidiary (Sub-subsidiary Company) by Our Subsidiary

COPRO-HOLDINGS. Co., Ltd. (hereafter, “the Company”) are pleased to inform you that the procedures for establishing an overseas subsidiary in Vietnam (COPRO VIETNAM CO, LTD., hereafter, “COPRO VIETNAM”) that the Company announced in the " Notice of Establishment of Subsidiary (Sub-subsidiary Company) by Our Subsidiary " released on December 10, 2020 have been completed.

In addition, the parts that have been changed due to the confirmation are underlined.

1. Purpose of establishing the subsidiary

The working population in Japan is expected to continue to decline in the future. In particular, the construction industry, in which our Group's major customers belong, is experiencing an aging society and a shortage of young workers compared to other industries.

Against this backdrop, on April 1, 2020, the Company established COPRO GLOBALS PTE. LTD. In Singapore, which serves as the headquarters for ASEAN region, and has been considering the establishment of a business model for the utilization of advanced human resources overseas as a solution to the structural issues facing the construction industry in Japan.

Consequently, the Company established COPRO VIETNAM which is our first overseas business subsidiary to develop human resources and build a dispatching business and recruitment business system in Vietnam, where many Japanese general contractors and Japanese plant companies have established operations.

COPRO VIETNAM will begin corporate activities in Vietnam in May 2021. COPRO VIETNAM will work on recruitment and human resource development in Vietnam, and promote the dispatching and recruitment services to construction companies and other entities in Japan. In the future, COPRO VIETNAM will also contribute to the development of the country's social infrastructure by expanding the dispatching and recruitment services for Japanese general contractors and plant companies operating in Vietnam.

Starting with the establishment of this corporation, the Company will consider expanding its global business to other countries around ASEAN.

2. Overview of the subsidiary

(1) Company name	COPRO VIETNAM CO., LTD.
(2) Location	Hanoi City, Socialist Republic of Vietnam
(3) Representative	Kosuke Kiyokawa, Chief Executive Officer of COPRO-HOLDINGS. Co., Ltd.
(4) Description of businesses	Human Resource Development, dispatching business and recruitment business in Socialist Republic of Vietnam
(5) Share capital	6,666,000,000 dong (approx. 30 million yen) Rate: ¥0.0048 per dong (Calculated at the rate on April 1, 2021)
(6) Date of establishment	<u>April 1, 2021</u>

(7) Investment ratio	COPRO GLOBALS PTE. LTD. 100%	
(8) Relationship between the Company and the subsidiary company	Capital relationship	Wholly owned by COPRO GLOBALS PTE. LTD., which is 100% owned subsidiary of the Company
	Personnel relationship	Chief Executive Officer and one director of the Company serve concurrently
	Business relationship	Not applicable

3. Outlook

Although the impact of COPRO VIETNAM on our business results for the fiscal year ending March 31, 2022 is expected to be minor, the Company believes that COPRO VIETNAM will contribute to the improvement of our consolidated business results and corporate value over the medium to long term.

In addition, the Company will inform you as soon as there are matters to be disclosed.

End of document

(Reference) Investment Chart

