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For General Release

Company Name: nms Holdings Corporation
Company Code: 2162, TSE JASDAQ
Representative: Fumiaki Ono, President and CEO
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Expansion of Human Resource Solution Service Business in Thailand:

Contributing to the Stability of Production Quality with Flexible Personnel Input and a High Retention Rate

nms (Thailand) Co., Ltd. (nms Thailand), the Thailand base of the nms Group's Nippon Manufacturing Service Corporation, is providing human resource solution services to Japanese manufacturers developing business in the region. The extent of this is broad and the firm is working on expanding its customer base in various industries, such as automobile part/precision equipment manufacturers and logistics companies, in addition to automobile manufacturers.

Provision of Specialized Human Resource Solution Services

nms Thailand was established in September 2014 as a local subsidiary in the Kingdom of Thailand of Nippon Manufacturing Service Corporation (President and CEO: Hidehisa Fukumoto / 100% owned by the Company) which provides human resource solution services (e.g. worker dispatch and contract manufacturing) in Japan, China and ASEAN countries.

Many Japanese companies, centered on the manufacturing industry, have been expanding into the Kingdom of Thailand. However, while the unemployment rate is around 1%, companies have found it a challenge to stably secure highly skilled professionals and improve their retention rate to achieve Japanese manufacturing quality. Therein, nms Thailand has undertaken the following initiatives to meet the needs of its customers. This has led to the extent of its customer base expanding.

(1) Achieve speedy personnel input and a high retention rate that meets the needs of customers

- The firm is able to input personnel in three days from when a customer's order is received once the necessary dispatch procedures have been completed.
*Various procedures: Undergo physical examinations and acquire proof of no criminal record
- The firm provides basic education that forms the basis of stable manufacturing (e.g. manners education, the 5S and worker safety). This reduces the human resource education burden on companies where workers are dispatched.
- The firm is providing labor management services while achieving and maintaining an attendance rate of over 98% and a retention rate of over 95% (Examples of results from January to June 2017).

(2) Actively utilize Cambodian personnel to secure human resource stability

nms Thailand has strengthened its business partnership with UNG RITHY CO., LTD. (URG), an organization that delivers personnel in Cambodia, to contribute to the development in the provision of Cambodian personnel and ensure human resource stability in the Thai market where there is a decreasing birthrate and aging population. Currently, more than 20% of those registered with nms Thailand are Cambodian. It is expected that there will be a significant expansion in the number of personnel in the future due to growing needs.

Moreover, the firm is looking to utilize Laotian personnel toward more stably ensuring and supplying human resources. Including the development of business locally, the firm is planning to actively press ahead in the future.

The nms Group will continue to flexibly provide manufacturing solution services in keeping with the needs of our customers to contribute to the steady improvement in their production quality in the future.

Inquiries about This Matter

Inquiries from customers:

Global Business Planning Div. of Nippon Manufacturing Service Corporation (TEL: +81-3-5333-1723)

Inquiries from the media:

PR and IR Office of nms Holdings Corporation (TEL: +81-3--5333-1737)

Reference

■ Overview of nms Holdings Corporation

(1) Firm name	nms Holdings Corporation
(2) Address	Tokyo Opera City Tower 45F, 3-20-2 Nishi-shinjuku, Shinjuku-ku, Tokyo
(3) Representative	Fumiaki Ono, President and CEO
(4) Business activities	Group business administration and business management (Human Resource Solution Business, Electronics Manufacturing Service Business and Power Supply Business)
(5) Date of establishment	August 1992

■ Overview of Nippon Manufacturing Service Corporation

(1) Firm name	Nippon Manufacturing Service Corporation
(2) Address	Tokyo Opera City Tower 45F, 3-20-2 Nishi-shinjuku, Shinjuku-ku, Tokyo
(3) Representative	Hidehisa Fukumoto, President and CEO
(4) Business activities	Human Resource Solution Business (Worker dispatch for manufacturing / contract manufacturing, repairs and customer service, and engineer dispatch service)
(5) Date of establishment	October 2016
(6) Main shareholder	nms Holdings Corporation (100%)

■ Overview of nms (Thailand) Co., Ltd.

(1) Firm name	nms (Thailand) Co., Ltd.
(2) Address	4/222 Harbor Office, 6th Floor, Room 6D01, Moo.10, Sukhumvit Road, Tambon Tungsukla, Amphur Sriracha, Chonburi, Thailand
(3) Representative	Masato Matsumoto
(4) Business activities	Human resource solution business (Worker dispatch and contract manufacturing)
(5) Date of establishment	September 2014
(6) Main shareholder	Nippon Manufacturing Service Corporation (49.7%)

What is the nms Group?

"Providing Japanese manufacturing quality to the world." Under this key phrase, the nms Group is comprised of the Human Resources Solution (HS), Business, Electronic Manufacturing Services (EMS) Business and Power Supply (PS) Business. We collect our group resources to comprehensively support our customers with the best combination while utilizing the strengths of each of our businesses.

*The Company switched to a holding company structure on April 1, 2017.