

## Memorandum of Understanding

This Memorandum of Understanding (this “MOU”) is signed by and between:

**National Technical University of Ukraine**

**“Igor Sikorsky Kyiv Polytechnic Institute”**

Address: 37, Prosp. Peremohy, Kyiv, Ukraine, 03056

Represented by: Mykhailo ZGUROVSKY                      Position: Rector

(Hereinafter referred to as “**Igor Sikorsky Kyiv Polytechnic Institute**”)

**And**

**Human Resocia Co., Ltd.**

Address: 7-5-25 Nishi-shinjuku, Shinjuku-ku, Tokyo, JAPAN

Represented by: Mr Mitsugu Otaya                      Position: Representative Director,  
Human Resocia Co., Ltd.

(Hereinafter referred to as “**Resocia**”);

The purpose of this MOU is to confirm the basic understandings currently agreed between the parties here to in connection with the project of establishing an effective partnership between Igor Sikorsky Kyiv Polytechnic Institute and Resocia.

Igor Sikorsky Kyiv Polytechnic Institute and Resocia have currently and preliminary agreed following matters.

1. Igor Sikorsky Kyiv Polytechnic Institute and Resocia will collaborate on efforts to create employment opportunities in Japan and learning environment for Japanese language for students and graduates of Igor Sikorsky Kyiv Polytechnic Institute.
2. Igor Sikorsky Kyiv Polytechnic Institute:
  - (i) Igor Sikorsky Kyiv Polytechnic Institute will attract its students or graduates who may be interested in Resocia’s program through conducting activities in the university or assisting employment seminars and events held by Resocia for KPI students or graduates.
3. Resocia:
  - (i) Will provide employment and internship opportunities in Japan for students and graduates of Igor Sikorsky Kyiv Polytechnic Institute. Upon employment, Resocia will provide an employment contract, a Japanese visa, a ticket to Japan, salary for the duration of work as its employees in Japan.
  - (ii) Will conduct fruitful events related to Japanese culture and technology related industries in KPI by either online or offline.
  - (iii) Status report during the work period as requested by Igor Sikorsky Kyiv Polytechnic Institute,
4. Igor Sikorsky Kyiv Polytechnic Institute and Resocia shall jointly facilitate Japanese language education for students and graduates of Igor Sikorsky Kyiv Polytechnic Institute.
  - (i) Igor Sikorsky Kyiv Polytechnic Institute will provide the following initiatives.
    - 1) Conducting Japanese language classes.
    - 2) Providing information.
    - 3) The person in charge as a liaison.
  - (ii) Resocia will provide the following initiatives
    - 1) Provision of a Japanese language teacher to conduct Japanese language classes in accordance with the procedure established by the legislation of Ukraine.
    - 2) Provide progress and proficiency level monitoring reports on the Japanese classes.
  - (iii) Japanese lesson start period, implementation method, and other shall be decided separately.
5. Both Igor Sikorsky Kyiv Polytechnic Institute and Resocia will promote the dissemination of information about each other, in particular about the conclusion of this Memorandum.

6. Both Igor Sikorsky Kyiv Polytechnic Institute and Resocia shall ensure to make this Japanese employment opportunity the best human resource development opportunity.
7. Detailed proposals for the activities contemplated under this MOU shall be prepared and exchanged between the parties as necessary, and such activities shall be carried out in accordance with what is described in the proposal.
8. This Memorandum is valid for 5 (five) years from the date of the last signature below and may be extended by mutual agreement of the parties by concluding an additional agreement.
9. Notwithstanding any guarantees of cooperation under this Memorandum, each party shall not have any financial obligations to the other party in any form.
10. If the party wishes to terminate the Memorandum, it must notify the other party in writing one month before the requested date of termination.

Igor Sikorsky Kyiv Polytechnic Institute and Resocia also agree that this MOU is not intended to constitute the parties' formal commitment to proceed with the Joint Venture and shall have no binding effect.

Any conflicts arising out through this MOU shall be resolved through negotiation.

For and on behalf of  
"Igor Sikorsky Kyiv Polytechnic Institute"



Signer Name: Mykhailo Zgurovsky  
Rector  
National Technical University of Ukraine  
"Igor Sikorsky Kyiv Polytechnic Institute"

Date:

For and on behalf of  
"Resocia"

*Mitsugu Otaya*

Signer Name: Mitsugu Otaya  
Representative Director,  
Human Resocia Co., Ltd.

Date: 23 / 5 / 2023