Memorandum of Understanding

By and between:

BURIRAM RAJABHAT UNIVERSITY, AIU EDUCATION GROUP CO., LTD.,

THEPS 2018 RECRUITMENT CO., LTD., RATCHASIMA INTERMEDICAL GROUP CO., LTD.,

AND MEDICAL CHATEAU CO., LTD.

All parties have a mutual intention to arrange the academic education, professional skill training, language skill training, and technical internship in the establishment both Thailand and Japan, to develop the high-quality manpower to enter the labor market. Therefore, the Memorandum of Understanding is made.

Signed, in the presence of witnesses, on the 18th day of July 2024

(Assoc.Prof. Malinee Chutopama)
President
BURIRAM RAJABHAT UNIVERSITY

(Mr. Jongsawad Lertthanasarn)
President
AIU EDUCATION GROUP CO., LTD.

(Mr. Yutaka Ono)
Executive Director
THEPS 2018 RECRUITMENT CO., LTD.

(Dr. Sina Lewsirirat)
Chairman & CEO
RATCHASIMA INTERMEDICAL GROUP CO.,LTD.

(Mr. Fumihiko Sato)
PRESIDENT & CEO
MEDICAL CHATEAU CO.,LTD

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THEPS 2018 RECRUITMENT CO., LTD., RATCHASIMA INTERMEDICAL GROUP CO., LTD.,

AND MEDICAL CHATEAU CO., LTD.

This Memorandum of Understanding is made by and between:

BURIRAM RAJABHAT UNIVERSITY, by Associate Professor Malinee Chutopama, the President, located at 439 Jira Road, Nai Mueang Sub-district, Mueang Buriram District, Buriram Province, hereinafter referred to as the "University", as the first party;

AIU EDUCATION GROUP CO., LTD., by Mr. Jongsawad Lertthanasarn, The President, located at No.309 Soi Rama 2 Soi 39, Bang Mod Sub-district, Chom Thong District, Bangkok, hereinafter referred to as the "Institution", as the second party;

THEPS 2018 RECRUITMENT CO., LTD., by Mr. Yutaka Ono, the Executive Director, located at No.3 Napalai 11, South Bangna Sub-district, Bangna District, Bangkok, hereinafter referred to as the "Sending Organization", as the third party;

RATCHASIMA INTERMEDICAL GROUP CO., LTD., by Dr. Sina Lewsirirat, the Chairman & CEO, located at No.256 Ratchasima-Pak Thong Chai Road, Nong Chabok Sub-district, Mueang District, Nakhon Ratchasima Province, hereinafter referred to as the "Thai Establishment", as the fourth party;

MEDICAL CHATEAU CO., LTD., by Mr. Fumihiko Sato, the President & CEO, located at 7-1-28, Minami 9-Jou Nishi, Chou-ku, Sapporo-Shi, Hokkaido, JAPAN, hereinafter referred to as the "Japan Establishment", as the fifth party.

Whereas all parties have a mutual intention to arrange the academic education, professional skill training, language skill training, and technical internship in the establishment both domestically and internationally, to produce manpower at the bachelor's degree level to possess the professional skills relating to the health care management for the elderly people to causing the quality of management be higher, and to focus on enhancing the knowledge and

working skills of the students through the real experience gained from the establishments. Therefore, the Memorandum of Understanding is made, as follows:

1. Objectives

1.1. Jointly arranging the integrated teaching for the undergraduate students, as well as the technical internship in the establishments both in Thailand and Japan, to develop the high-quality manpower to enter the labor market.

1.2. Enhancing the student's quality regarding the Japanese language skills in order to be applied during the internship and to pursue a career at the full potential after graduated from the University.

1.3. Opening career path and opportunities on employment for the graduates to be employed within 1 year, both domestically and internationally, according to the educational policies of the educational institutions which arranging the teaching program to provide the students with the job opportunities.

1.4. Indoctrinating the morality, ethics, discipline and manners in living life to have desirable characteristics that is in conformity with the higher education management curriculum.

All parties shall comply with the "MOU" regarding the cooperation on the following missions.

2. Place of Operation

2.1. University

2.2. AIU Institution

2.3. RIM Living Hospital

2.4. Elderly care facility affiliated with SHIRAYURI Group

3. Scope of Cooperation and Responsibilities of Each Party

3.1. **Scope of Cooperation provided by the "University"**

3.1.1. To publicize details of the benefits of technical internship in Thailand and Japan according to this cooperation to be acknowledged by the students of the University through the main channels of the University.

3.1.2. To provide information and create an understanding of the objectives of technical internship project in Japan and development of Japanese language skills of the Institution to the students in all fields of study.

3.1.3. To provide opportunities for the students of the University to listen to the Institution's public relations.

3.1.4. To support the Institution in arrangement of educational guidance or recruitment for submitting the application and selecting the students to **"Admission to study in the Elderly care management course in the Japanese system"** to join in the internship project or

professional internship to improve the Japanese language skills arranged by the Institution afterwards.

3.1.5. To arrange the teaching according to the system together with the Institution, by integrating the internship project or professional internship of the students in the cooperative education system and ordinary education system for preparing to enter into the labor market, so that the students will be educated or developed the Japanese language skills arranged by the Institution and be sent to enter the internship project or professional internship under the name of the Institution's students in Japan afterwards.

3.1.6. To provide the place for arranging various relevant activities, such as, language and career path guidance camp, job recruitment, job interview, parent meeting, various selection examinations, as well as meeting and seminar and other activities, and so on.

3.1.7. To facilitate the use of the University's vehicles as appropriate in case the students are required to travel for the selection examinations or join in various activities arranged by the Institution.

3.1.8. To support the teachers and relevant personnel of the University to visit the Institution for study tour and understanding in teaching system and details of the technical internship in Japan, including various criteria and conditions so that the teachers will be able to provide information to the students who are interested in the project completely.

3.1.9. To mutually create the system for developing the students towards international standards in the Japanese language, life skills and social skills, including sending the students to attend the training for developing Japanese language skills to the high standard according to the technical internship in Japan, as well as to mainly protect the students from being deceived or being exploited. The University agrees to provide the support and cooperate with only the Institution, unless there is any other organization having the missions or projects to send the students to attend in the professional internship or internship project for the preparation of entering into the labor market, or arranging the project to send the people to work in Japan under various types of status of residence in the same manner as the Institution which all criteria or conditions shall be for the students' highest benefits that are equal to or better than the Institution's criteria or conditions (according to Attachment 1).

3.2. **Scope of Cooperation provided by the "Institution"**

3.2.1. To publicize details of the benefits of technical internship in Thailand and Japan according to this cooperation to be acknowledged by the students of the University through the main channels of the University

3.2.2. To announce the recruitment, guidance and student selection examinations to consider the admission to the Institution in the Elderly care management course in the Japanese system, as well as to practice the working skills in Thai Establishment.

3.2.3. To coordinate with the Sending Organization regarding the interview to select the students to legally attend the internship project in Japan according to the technical internship project in Japan.

3.2.4. To train and take care of the students who are attending the technical internship project in Japan to be protected according to the law until the completion of internship projects both in Thailand and Japan.

3.2.5. To coordinate with Thai Establishment regarding the elderly care skills during the students taking course with the Institution according to the curriculum, such as, internship in the wards, and study regarding elderly care in the sanatorium and internship in the elderly care facilities having cooperation with the Institution to develop professional skills according to the field of study together with developing the Japanese language skills.

3.2.6. To support the teachers and relevant personnel of the University to visit the Institution and to arrange the training regarding operation system in Japan, the Elderly care management course in the Japanese system, and Japanese language course, to the teachers and personal assigned to attend the training with the Institution.

3.2.7. To support the teachers and relevant personnel of the University to attend the study tour and educational supervision to follow up the University's students who enter the Institution's course at the study place of the Institution and Thai Establishment.

3.2.8. To arrange the teaching according to the system together with the University, by integrating the internship project or professional internship of the students in the cooperative education system and ordinary education system, as well as to develop the Institution's curriculum to be suitable for the University's students under the aims of the attendance in technical internship project in Japan to possess the high standards.

3.2.9. For the student's highest benefits, including protecting the students from being deceived or being exploited, the criteria and conditions for participation in the projects and the operation according to the technical internship project in Japan of the Institution are prescribed (as the details specified in Attachment).

3.3. **Scope of Cooperation provided by the "Sending Organization"**

3.3.1. To coordinate with the supervisory organizations and Japan Establishment to specify the date/time of interview and selection of the students to legally attend the internship at Japan Establishment according to the technical internship project, including preparing the students' documents who passed the interview and have been selected, as well as submitting to the supervisory organizations and Japan Establishment for approval of the documents relating to the technical internship project.

3.3.2. To prepare and submit the documents for requesting the approval of the Department of Employment, Ministry of Labour, regarding the sending of personnel in

accordance with the law, to send the student to attend the technical internship project in Japan, including taking care of the students throughout the period of internship.

3.3.3. To train the students who attend the technical internship project in Japan of the Institution and Sending Organization to understand the rights of interns according to the law, criteria and practices according to the employment contract, goals of the Sending Organization, Institution, Japan Establishment, as well as scope of relevant Japan labour law and various laws necessary for living while attending technical internship project in Japan Establishment.

3.3.4. To send the University's students to legally attend internship project at the Japan Establishment according to the technical internship project in Japan under the goals to enhance the technical internship in Japan to meet the high standards for the student's highest benefits, and to mainly protect the students from being deceived or being exploited.

3.3.5. To follow up the University's students who attend the technical internship project in Japan to gain the benefits and protection according to the law both in Thailand and Japan until completion of employment contract and return to Thailand.

3.4. **Scope of Cooperation provided by the "Thai Establishment"**

3.4.1. To prepare the internship place and training personnel for providing training to the students to possess the basic professional skills and to have experiences in working in real situations.

3.4.2. To arrange the teaching according to the system together with the Institution, by integrating the internship project or professional internship of the University's students in the cooperative education system and ordinary education system.

3.4.3. To arrange the academic training, as well as designate the internship plan to be ready for the student who attend the technical internship in Japan of the Institution to have experiences in working in real situations with free of charge.

3.4.4. To evaluate and certify the result of student training according to the cooperative education system and ordinary education system.

3.5. **Scope of Cooperation provided by the "Japan Establishment"**

3.5.1. To provide the scholarship to the University's students, who have been selected to attend the technical internship in Japan of the Institution and go to enter the technical internship project in the Japan Establishment, to enter to study in the Elderly care management course in the Japanese system at the Institution for preparation prior to the attendance of internship at the Japan Establishment which the details and criteria to provide the scholarship in Japan are prescribed (according to Attachment 2).

3.5.2. To designate the supervisory organizations to work together with the Sending Organization to coordinate regarding various operations relating to the acceptance of the students to attend in technical internship in Japan Establishment.

3.5.3. To coordinate with the Sending Organization and the Institution through the supervisory organizations to specify the date/time for interviewing the students who will be selected to legally attend the internship according to the technical internship project in Japan.

3.5.4. To proceed with documentation to accept the students to legally attend the internship according to the technical internship project in Japan.

3.5.5. To prepare the internship place and working program for elderly care, including preparing the personnel to train the students to possess the basic knowledge and understanding of the guidelines for working in caring for the elderly with the payment of salaries and various welfares that are not less than minimum wage prescribed by Japanese labour law.

3.5.6. To prepare the accommodations and take care of the lives of students during the internship and working in the Japan Establishment.

3.5.7. To support the students to study and improve the knowledge, elderly care skills, Japanese language skills, including promoting the students to take the language test and examination to obtain the professional license for caring the elderly according to professional standards in Japan.

4. **Timeframe of the Cooperation**

This Memorandum of Understanding is effective from the date of signing and continues in full force until any modification and termination thereof.

5. **Modifications and Cancellation of the Memorandum of Understanding**

In case any party desires to modify any details of the Memorandum of Understanding, it shall notify the other party, and upon mutual consideration and approval of all parties, the addendum to the Memorandum of Understanding shall be made in writing and shall be effective from the date which five parties sign in such addendum. In case any party or five parties desire to terminate this Memorandum of Understanding, it shall notify, in writing, to other parties at least 1 semester in advance.

6. **Language**

This Memorandum of Understanding is made in English and translated into Japanese and Thai. The English text is the original and the Japanese text and Thai text are for reference purposes. If there is any conflict or inconsistency between these two texts, the English text shall prevail.

7. Expression of Intention and Determination of the Parties

In order to express the intention and determination to comply with this Memorandum of Understanding, five parties therefore mutually signed, in the presence of witnesses, on the 18th day of July 2024 at MEDICAL CHATEAU CO., LTD., and each original is retained by each party.

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(Mr. Jongsawad Lertthanasarn)
President
AIU EDUCATION GROUP CO., LTD.

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(Assoc.Prof. Malinee Chutopama)
President
BURIRAM RAJABHAT UNIVERSITY

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(Mr. Yutaka Ono)
Executive Director
THEPS 2018 RECRUITMENT CO., LTD.

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(Assoc.Prof. Dr. Nawamin Prachanant)
Vice-President for international Affairs
BURIRAM RAJABHAT UNIVERSITY

.....

(Dr. Sina Lewsirirat)
Chairman & CEO
RATCHASIMA INTERMEDICAL GROUP CO.,LTD.

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(Assoc.Prof. Dr. Supaporn Chuenchoojit)
Dean, Faculty of Science
BURIRAM RAJABHAT UNIVERSITY

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(Mr. Fumihiko Sato)
President & CEO
MEDICAL CHATEAU CO., LTD.

Attachment 1

Details of Criteria and Conditions

The cooperation of five parties prescribes the goals and operation plan to be in conformity with the strategic plan and policies of 2 educational institutions between the University and the Institution, as follows:

1. Qualifications of the "Institution" which can proceed with the project are as follows:

1.1. Having cooperation with the Sending Organization according to this Memorandum of Understanding only, and the Sending Organization shall be legally licensed from the Department of Employment.

1.2. Having an educational place contained with the buildings, the facility, as well as dormitories and teachers that are suitable for qualified training arranged to the students.

1.3. Having curriculum and teaching system that are suitable for teaching the students effectively.

2. With regard to the criteria to send the students of the Institution by the Sending Organization to be entered in the professional internship in Thai Establishment and to be entered in the technical internship in the Japan Establishment, the tuition fees and recruitment service fees shall not be exceeding the amount specified by law and shall be under the amount generally charged.

3. The criteria and conditions regarding the tuition fees and recruitment service fees, as well as teaching hours, shall be as follows:

3.1. Initial registration fee at the amount of 5,000 Baht

- The Institution shall accept the students, under cooperative education system and ordinary system, which only the students who are interested in joining the Japan internship project shall be exempted from paying the initial registration fee. However, the student shall have a medical examination with the hospital certified by the Department of Employment before entering into the professional internship according to the cooperative education system and ordinary system.

- In case the student is accepted for job interview and selected by the Japan Establishment, the student shall pay the initial registration fee after being selected according to the normal criteria.

- In case the student is not yet selected and the teaching in the cooperative education program or internship program is ended, if the student desires to enter into the internship program in Japan with the Institution, the student shall pay the initial registration fee and is entitled to continuously attend the class with the Institution according to the normal criteria.

3.2. The duration of teaching program according to the curriculum which the tuition fee is charged as lump sum payment.

- Japanese system operation course (industry sector) under the duration that is not less than 960 hours, the tuition fee for whole course is 165,000 Baht.
- Elderly care management course in the Japanese system under the duration that is not less than 1,920 hours, the tuition fee for whole course is 215,000 Baht.

3.3. The student shall study until the date of traveling, but not less that the duration specified in the curriculum.

3.4. For the curriculum arranged in Japanese language, the teaching shall be started from the basic level and up to not less than N4 level for the Japanese system operation course and not less than N3 level for the Elderly care management course in the Japanese system.

3.5. The recruitment service fee is 40,000 Baht which is the rate not exceeding those specified by law where the licensee shall be prohibited to charge or accept the service fee from the job seeker who will be sent to abroad in the amount that is exceeding the monthly wage or remuneration that the job seeker shall receive from the recipient organization at the first month of employment or within firth thirty days that the job seeker enters into employment.

3.6. In case the student, who is under cooperative education program, is terminated or there is any obstacle preventing the sending of student to be trained in Japan which such problem is not caused by the student, the Institution shall be responsible for various cost and expenses arising from the preparation of sending the student without charging any cost from the student, and in case the student still desires to be under the project and desires to enter the technical internship program in Japan, the Institution and the Sending Organization shall support the student until the student travels to join in the internship program in Japan in which the expenses shall be charged in the same rate, unless the student withdraws and decides not to join the internship program in Japan by himself.

Attachment 2

Criteria and Conditions for Consideration of Scholarships

According to Japanese Establishment's scholarship for students who are selected to participate in the Japanese Technical Internship Program with AIU and take internship in Japanese workplaces, criteria and conditions for receiving such scholarship are defined as follows.

1. **Scholarship Overview**

Japanese Establishment have a policy to support scholarships for all students who are selected to participate in the Japanese Technical Internship Program with AIU and take internship in Japanese workplaces. The students are required to work in Japanese workplaces within the specified period. The maximum value of the scholarship is 850,000 Yen per student (payment in Yen).

2. **Scholarship Conditions**

Each student will obtain the maximum value of scholarship at 850,000 Yen by paying in 3 installments according to the following conditions.

2.1 The 1st scholarship installment: The students will receive the scholarship of 150,000 Yen when they continue to work at the Japanese workplace (Shirayuri Group) after completing their 3 years contract on technical intern trainee.

2.2 The 2nd scholarship installment: The students will receive the scholarship of 150,000 Yen when they operate work at the Japanese workplace (Shirayuri Group) continuously for additional 1 year and 6 months after completing their 3 years contract on technical intern trainee.

2.3 The 3rd scholarship installment: The students will receive the maximum scholarship of 550,000 Yen by considering the scholarship value according to the following criteria.

2.3.1 The students continue to work at Japanese workplace (Shirayuri Group) for additional 3 years after completing their 3 years contract on technical intern trainee.

2.3.2 The students can pass the Japanese Language Proficiency Test at the N2 level.

2.3.3 The students pass the national examination for care workers and work as a certified care worker.

2.3.4 The students receive a 1.0 rating in a personal evaluation.