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To Whom It May Concern,

Company Name: Insource Co., Ltd.
Representative: Takayuki Funahashi
Representative Director, President and CEO
(Code number: 6200, Prime Market of the Tokyo Stock Exchange)

**Insource Announces the launch of Leaf Human Capital Management
~ with new features at a reasonable price in Autumn 2022**

Insource Co., Ltd. (hereafter referred to the Company), which provides labor-saving systems for HR departments, announces that we will launch a system for integrated management of data related to human capital in our LMS "Leaf" (HR support system) in the autumn of 2022.

Human capital management has been drawing a lot of attention to improve business performance. Human resources are considered "capital" as a source of value in management and necessary funds for education and training are considered "investment" in the company. In the U.S., the disclosure of human capital information became mandatory for listed companies in 2020. In Japan, although it is not mandatory, the Corporate Governance Code revised in June 2021 states that listed companies should disclose and provide information on investments in human capital and intellectual property in an easy-to-understand and concrete manner, while being aware of the consistency with their own management strategies and management issues.

In order to facilitate the management of a wide range of information, we support the introduction of human capital concepts into corporate management. The training time can be controlled and the employees' information is chronologically organized in our Leaf, which helps customers to disclose non-financial information.

■ New features to address the five issues of human capital management

1. Integrated management of diverse information

Human capital management requires a variety of data, including information on diversity status, personnel transfers, skills of employees, and time and cost of internal training. All information can be managed in a centralized manner.

2. Easier calculation of education and training hours

Unlike attributes or compensation information, it takes cost to manage training time because the information is always changing. By utilizing the Leaf Human Capital Management, we can set unique definition of training categories or scope of aggregation, and disclose the information timely for customers.

3. List all information clearly

You can view the managed items in the list. Data can also be extracted in CSV format, which makes it easy to create tables and graphs for disclosure purposes. It can help you consider management policies and strategies by regularly checking the annual or quarterly information.

5. Set up your own items for human capital management

Many companies have their own items in their human capital disclosures, and Leaf Human Capital Management makes it easy to add your own items to your human capital management.

6. Tailor to various needs

Same as existing Leaf, we can accommodate the needs through customization. For example, we can extract attributes data from an existing human resource system and develop a system that is linked to Leaf Human Capital Management.

Leaf Human Capital Management

Description	<p>A system for integrated management of data related to human capital. It can be customized to suit each company and supports the disclosure of non-financial information.</p> <p><Main Features></p> <ul style="list-style-type: none">▪ Lists of integrated data on human capital items▪ Numerical calculation of training information (number of trainees, hours, etc.)▪ Setting of unique items▪ Customization for various needs
Schedule	<p>Date: Autumn 2022 Price: To be decided (be reasonable price by utilizing the existing features of Leaf)</p>
Inquiries	<p>Send an email at info_ir@insource.co.jp</p>

■ About Leaf (LMS, HR support system)

https://www.insource.co.jp/it-tool/kenkanrisys_top.html(In Japanese)

The system is developed by our company. It supports the improvement of productivity by streamlining and saving labor through the use of IT. It is used not only for training and career development but also for HR-related tasks such as HR evaluation and implementation of stress checks. As of the end of May 2022, more than 1.99 million users and 488 organizations paid for the service.

■ Human Capital Management Promotion Services

<https://www.insource.co.jp/kenshu/human-capital-management-promotion-services.html>(In Japanese)

The role of HR department is now very different from that of the traditional administrative or back-office departments. Therefore, we provide a full range of support for HR departments, including training and consulting, organizational reform, human capital quantification, management system implementation, human resource training, and recruitment support.

We will continue to actively support clients in realizing their business plans.

END

【Inquiries】 Insource Co., Ltd. <https://www.insource.co.jp/en/ir/index.html>

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