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October 7, 2022

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 to provide reskilling program for DX training to support
revitalize the Japanese economy
- Supporting corporate “human investment” with over 1,500 training programs -**

Insource Co., Ltd. (hereafter referred to the Company), which supports solving organizational issues by “education” and “IT”, and its 100% owned subsidiary, Insource Digital Academy Corporation (hereafter referred to IDA), are pleased to announce that we provide over 1,500 reskilling programs for DX training to support for Japanese economy revitalization.

Prime Minister of Japan Kishida declared the promotion of (1) "investment in human resources," (2) "human capital management," and (3) "human capital disclosure" for "new capitalism" in his policy speech to the Diet on January 17, 2022. In October, the government also announced a plan to spend 1 trillion yen over 5 years to support reskilling (capability rebuilding), which will encourage labor mobility towards growing industries.

In recent years, reskilling in the field of DX (Digital Transformation) has been attracting attention as a corporate human resource strategy, and we support companies in their reskilling and DX promotion, focusing with over 1,500 DX-related training.

■ Reskilling program Insource group offers

- Reskilling-related training

Three types of reskilling-related training programs are available depending on the needs.

1. DX education (for employees who are moving to growing positions including digital business or digital service development, and innovators in the department)
2. Mindset-building for reskilling (for employees who are transitioning, same as 1)
3. Improvement of business skills and relearning of practical business skills (for employees who are transitioning or returning to work in a new position)

- DX -related training

Upskilling programs for organizational DX promotion are available including trainings and e-learning/videos which covers DX and IT skills, Microsoft and office, statistics and data analysis, RPA and Python.

■ Press release on DX training contracts

March 22, 2022

Insource Selected as a Partner for Sapporo Holdings' "DX Human Resource Development for All Employees"
- A total of 78-day training program for 150 DX/IT promotion leaders

August 5, 2022

Joint implementation of "Digital Core Human Resource Development" (in Mitsubishi UFJ Morgan Stanley's DX strategies)

August 10, 2022

Insource Selected as a Partner for Nabtesco "Digital Human Resource Development Program (Basic Course)"
- 19-day training program for managers and Digital HR

August 22, 2022

Insource Selected as a Partner for Kyoei Fire and Marine Insurance "Digital Human Resource Development Program" -10-day training program for personnel in charge of digital promotion

■ A full range of "reskilling" programs other than digital

In addition to DX promotion training, we also offer reskilling programs to support employees who actually perform reskilling and to support those who return to work after a long absence due to childcare, nursing care, or other reasons.

- Mindset-building for reskilling

Building a mindset is also essential for reskilling to make the most of transitions.

We also provide trainings on how to put an end to the experience and knowledge gained in the previous department and organize one's mind to accept the new environment, as well as the mindset building to proactively use the opportunity of a transfer as an opportunity to test one's new possibilities.

- Relearning of practical business skills

We offer reskilling programs including human resources, general affairs, accounting and finance training for all levels from beginners to experienced professionals designed for employees changing their job or returning to work regardless of junior and experienced.

Other training programs are also available including programs designed for employees transferred to a new department or returning to work after a long absence and wish to relearn the basics.

We will continue to be actively engaged in developing contents that contributes to society supporting human and organizational growth.

END

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