

New Year's Message - Welcoming the year 2023

Happy New Year to All!

I am grateful as always for the continuous support we received last year.

In November 2022, we celebrated our 20th anniversary. I would like to take this opportunity to thank everyone for your support.

In 2022, 641,930 people attended our training programs, especially, we provided support for digital human resource development measures as a DX promotion partner for many organizations, mainly with Insource Digital Academy Corporation (our 100% owned subsidiary). In addition to providing training, we have developed "Online Seminar Support Service" as a new business. We are also taking on the challenge of revitalizing local economies through "Regional Revitalization Projects" provided by Mitemo Co., Ltd (our group company).

In 2023, we will make use of our group's accumulated know-how and provide a wide range of services to realize "investment in people" by the government and "human capital management" by companies. Specifically, we offer assessment services to evaluate the status of each organization's human capital and educational programs tailored to each company's management strategy. Simultaneously, we will also support the enhancement of human capital disclosure through the "Leaf Management (Human Resources Management System) (from 100 yen per ID)," "Leaf My Story (Talent Management System) (from 100 yen per ID)," and "Leaf Human Capital Management (from 900,000 yen per year)," which will be available in the spring of 2023.

We will also continue to strengthen our ESG initiatives. As for Environmental activities, we will expand the "Electronic Training Textbook Service," which will lead to a reduction in paper use in each organization. As for Social activities, through the "Project to Eliminate Period Poverty" launched in 2022, we have collected donations from various companies and delivered sanitary products to local governments. Through this project, we will aim to co-create with local communities.

We will keep contributing to society in many ways by providing services needed by everyone as swiftly as possible toward the realization of a society where all people can enjoy working and feel fulfilled.

I sincerely wish everyone good health and continued growth and look forward to your continuous guidance and encouragement to our group.

Very best wishes for a healthy and prosperous 2023!

Insource Co., Ltd.

Takayuki Funahashi

Representative Director, President, and Chief Executive Officer

