

July 31, 2023

To Whom It May Concern,

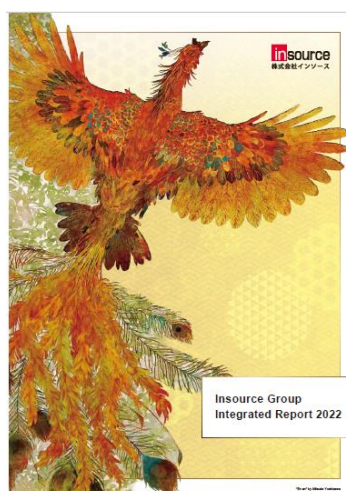
Company Name: Insource Co., Ltd.  
Representative: Takayuki Funahashi  
Representative Director, President and CEO  
(Code number: 6200, Prime Market of the  
Tokyo Stock Exchange)

**Insource Announces Release of Insource Group Integrated Report 2022 in English  
-About the future growth strategies, including human capital management**

Insource Co., Ltd. (hereafter referred to the Company), which supports organizations to resolve issues through the power of Training and IT, announces that we have released our integrated report, the “Insource Group Integrated Report 2022 (Total 101 pages)” in English, as Japanese version was released in June 2023.

In this second release of the integrated report, we have enhanced the content on sustainable growth in the future, including the development and strengthening of sales promotion of services that respond to "human capital management," which has been rapidly gaining attention over the past few years, as well as growth policies for the IT Services business and new growth areas such as DX education and regional revitalization. Regarding ESG, which has attracted much attention from investors, we have also increased the amount of information on numerical values and introduced our initiatives, focusing on environmental considerations and improvement of human capital.

We hope that we can strengthen our dialogue with our stakeholders through this report. Under our corporate philosophy of "Create a society where all people can enjoy working and feel fulfilled," we will strive to enhance our corporate value over the long term through rapid corporate activities and proactive investor relations activities.



Click here for Insource Group Integrated Report 2022

[https://www.insource.co.jp/resource/pdf/ir/integratedreport2022\\_eng.pdf](https://www.insource.co.jp/resource/pdf/ir/integratedreport2022_eng.pdf)

# < Insource Group Integrated Report 2022 >

## 1. Introduction

In addition to introducing our corporate philosophy and "the management we aim to achieve," we explain "human capital management," which has attracted much attention in recent years. Based on our survey of 4,424 human capital disclosure indicators from 450 companies, we will present the challenges faced by Japanese companies and the services we provide to address these challenges.

This page outlines the company's mission, management goals, and policies. It features a photograph of the executive team and a diagram illustrating the company's philosophy of drawing out the 'source' of each employee. Key points include:

- Mission:** Our mission is to make a society that all people can enjoy working and feel fulfilled.
- Management Goals:** Never stop moving and creating. Continuously changing ourselves to meet customer needs in a changing environment.
- Management Policy:** Provide best services to each customer, Promote development and improvement of the organization, and Realize a diverse society that everyone can play a role.
- Origin of Company Name:** INSOURCE - Draw out the [SOURCE] of each one [IN] the organization.

This page discusses the challenges Japanese companies face based on a survey of 4,424 items from 450 integrated reports. It includes a photograph of a group of people and a section titled 'How to Promote Human Capital Management in Japanese Companies'. Key findings and recommendations include:

- Japanese company's issues found in 4,424 items from 450 integrated reports:** Issues such as 'Value creation through innovation by DX', 'Employee Engagement', and 'Developing the next generation of leaders'.
- How to Promote Human Capital Management in Japanese Companies:** Focus on 'Human Capital Management Means' and 'Background of Increased Attention to Human Capital Management'.

## 2. Message from CEO - To All Stakeholders

Our CEO, Takayuki Funahashi, talks about the initiatives for our future sustainable growth, strengths, and medium or long terms goals for the future. He also explains what the KPIs (performance indicators) that we actively disclose mean.

## 3. Insource Value Creation - Our foundation for growth

The report describes our business, our value creation process, the three strengths that form the foundation of our management, and the characteristics of our culture, which have enabled us to achieve 20 consecutive years of revenue growth since our founding (excluding FY19 during the COVID-19 pandemic).

## 4. Toward Sustainable Growth - Future growth strategies

This chapter describes our three-year business plan, sales strategy, and financial policy for sustainable growth. We also discuss our future initiatives in new growth areas (Rising Next) such as IT Services, DX, and regional revitalization. ESG initiatives (Environmental Responsibility, Human Capital, Create with Society, and Corporate Governance) are also introduced.

This page details the company's three-year business plan and growth strategies. It includes a photograph of a person and various charts and graphs. Key sections include:

- New Areas of Growth - DX Training:** Focus on DX/IT Promotion Service and Growth Strategy for DX Training Business.
- Future Issues:** Expand stable value from project-based orders, expand content to broaden the target base, and expand content to broaden the target base.
- DX personnel can be developed in-house:** Focus on developing DX personnel internally.

This page details the company's responses to TCFD (Task Force on Climate-related Financial Disclosures) recommendations. It includes a photograph of a person and various charts and graphs. Key sections include:

- Environmental responsibility:** Focus on reducing CO2 emissions and promoting environmental initiatives.
- Responses to TCFD Recommendations:** Detailed breakdown of responses to various TCFD recommendations, including Environmental, Social, and Governance (ESG) factors.

## 5.Current Business Activities

The report describes current business activities, including non-financial information, KPI changes, current issues, and recent topics.

## 6.Data Section

This chapter includes a list of directors, consolidated financial data, and stock information.

We will continue to disclose information in future proactively.

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

(For media interviews / PR /  
Service)

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