

Disclaimer: This document is a translation of the
Japanese original for reference purposes only.

March 17, 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 Selected as a Partner for Sapporo Holdings’
“DX Human Resource Development for All Employees” in 2023
-Training program for "DX/IT promotion leaders" to be continued from last year**

Insource Co., Ltd. (hereafter referred to the Company), which supports solving organizational issues by “education” and “IT” and Insource Digital Academy Corporation (hereafter referred to IDA), the Company’s 100% owned subsidiary, announces that we have been selected as a partner for “DX/IT Human Resource Development Program” for the second year in a row in 2023 and will continue to support DX promotion for Sapporo Holdings Limited (hereafter referred to Sapporo Holdings).

With IDA playing a leading role, the Insource Group has been involved in DX human resource development training for many companies and local governments with the keyword “digital human resources can be developed from in-house human resources” to realize DX, which is the key to the revitalization of the Japanese economy. The DX/IT Human Resource Development Program, a major part of group’s management strategy of the Sapporo Holdings’, will be implemented again in 2023, following the positive response to the program in 2022. Specifically, we plan to conduct 15 days of educational training for approximately 20 DX/IT promotion leaders (DX business designers). DX business designers are key human resources in the entire 44 courses in the “DX/IT Human Resource Development Program” who are responsible for planning and implementing projects to utilize specialized expertise. In addition, we will also support Sapporo Holding’s project for planning and implementing DX measures to be practiced onsite.

Based on the above, we would like to continue to contribute to the realization of DX as a key partner of Sapporo Holdings for many years to come, even after 2023.

The following is an overview of the “DX/IT Human Resource Development Program” that Insource Group will be conducting.

Schedule	July - December, 2023 (15 days in total)(temporary)
Attendees	Approximately 20 DX/IT key human resources for the “DX/IT Human Resource Development Program” (DX business designers)
Overview	<ol style="list-style-type: none"> 1. Basic Training (DX business designer) <ul style="list-style-type: none"> ▪ Business skills training for DX promotion (e.g., problem-setting skills, improved ability to develop temporary process, work improvement, etc.) ▪ Basic skills training (defining requirements, project management, etc.) 2. Specialized Training (DX business designer) <ul style="list-style-type: none"> ▪ Practical training for DX promotion (business design, computerization planning, project management, planning, etc.)

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>
 (For media interviews / PR / CEO Office (PIC: Asai & Ishiwata) Send an email at
 Service) info_ir@insource.co.jp