March 23, 2022

To Whom It May Concern,

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

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

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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" and will support DX promotion for Sapporo Holdings Ltd. (hereafter referred to Sapporo Holdings).

Insource Group is aiming to realize DX, which is the key to the revitalization of the Japanese economy, with the concept of "Digital human resources can be developed from in-house human resources", and we have conducted DX training for many companies and local governments. Based on these experiences, we will conduct the "DX/IT Human Resource Development Program," which is a major pillar of Sapporo Holdings' group management strategy. Specifically, we plan to provide training for approximately 150 DX/IT promotion leaders for a total of 78 days. The goal is to develop human resources that can promote IT projects autonomously.

IDA's DX training is focused on practical usefulness in the field of business, and business skills such as situation analysis, problem identification, and problem-solving methods are combined with IT skills in the training. Also, we offer a broad lineup of training programs, from basic training for beginners in IT literacy to specialized training for advanced attendees.

We will continue to work as a training partner of Sapporo Holdings to achieve the goal above and support the future expansion of the company. The following is an overview of the "DX/IT Human Resource Development Program" for which the Insource Group will conduct.

Schedule	July - December 2022 Total of 78-days
Attendees	150 DX/IT promotion leaders
Overview	1. Basic Training 2. Specialized Training DX business designer training (DX project planning, promotion, management, etc.) DX technical planner training (data science, no-code/low-code, etc.) IT technical planner training (information security, incident response, etc.)

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

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