News Release

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ExaWizards Inc.
(TSE 4259)

ExaWizards Develops Service
Combining "DIA" Human Resource Assessments and HR Data for
Organizational and Talent Visualization

– Utilizing Generative AI to Provide Insights on Characteristics and Challenges,
Service Launched for Major Companies such as Hokkaido Gas –

ExaWizards Inc. (Minato-ku, Tokyo; Representative Director and President: Makoto Haruta; hereinafter "ExaWizards") has developed a new service that integrates "DIA" human resource assessments with companies' HR data to provide insights into organizational strengths and weaknesses. As of January 2025, 2000 companies and 280,000 individuals have used "DIA" to identify the skills required for DX, personnel requirements, and training. The service uses generative AI to aggregate HR data and generate reports on talent and organizational characteristics. Major companies such as Hokkaido Gas Co., Ltd. are already using the service, which is scheduled for official launch after April 2025.

Many Japanese companies lack sufficient data-based HR measures and decision-making capabilities to make the skill-based talent strategies that are mainstream overseas. "DIA" can be used with the "exaBase DX Assessment & Learning" service to discover and develop DX talent. "DIA" is fully compliant with the Digital Skills Standard to identify the strengths and weaknesses of individuals and organizations.

This new service visualizes the characteristics of groups and individuals within the organization and provides specific insights and commentary through generative AI. Companies can utilize these insights in data-driven talent development, placement, and organizational enhancement strategies. Several major clients have already used these analysis results and have provided positive feedback.

☑ **Features and Potential Uses in HR Departments**
Companies provide their HR data to ExaWizards for analysis (with specific personally identifiable information, such as names masked) to generate reports on the characteristics of successful talent and organizations, talent utilization, and related challenges.

HR departments can then use these fact-based analysis reports for talent discovery, development planning, recruitment, and more. These reports can also be used for optimal talent placement, organizational design, changes or updates to HR systems, and even hiring or promoting external talent.

Understanding Organizational and Talent Characteristics
Integrating detailed results from the "DIA" assessment with HR data clarifies the characteristics of specific organizations, positions, and roles. It provides analysis reports that visualize the characteristics of successful talent and organizations for each company.

Providing Insights for Talent Development, Organizational Reform, and Placement
Generative AI uses insights obtained from the "DIA" results and HR data to provide suggestions and solutions for organizational and HR challenges. Analysis reports can include insights such as:

(Example 1) High-performing business members exhibit exceptionally high adaptability to change and fact-based decision-making skills and high data utilization skills. This suggests that individuals who think based on facts, can respond to unexpected situations, and possess data and AI skills are successful.

(Example 2) For managers and above, the combination of "personal skills" and "adaptability to change" in the "DIA" skill items shows a very high correlation (0.8 or higher) with HR evaluations. Individuals who have these high-performing manager skills are Mr. A from the XX department and Mr. B from the YY department.

☑ **General Availability and Future Development of the Service**
This service is currently offered upon inquiry, with the official launch planned for after April 2025. ExaWizards provides generative AI services and expertise in analyzing complex information and unstructured data, and can derive valuable insights from limited data. This service marks the company's full-scale entry into the talent management field.

The impact of this matter on the financial performance for the fiscal year ending March 2025 is expected to be minimal.

☑ **About exaBase DX Assessment & Learning and DIA**
Launched in August 2019, exaBase DX Assessment & Learning has garnered support from a wide range of industries, particularly major corporations, as a platform designed to support the development of DX (Digital Transformation) talent. By integrating with the online learning platform "Udemy," we aim to provide specialized learning content.
In July 2023, we expanded our features and content by introducing the "DIA3.0" assessment, which fully complies with the "Digital Skill Standard" (DSS) established by the Ministry of Economy, Trade and Industry and the Information-Technology Promotion Agency (IPA). In recent years, the number of companies utilizing our platform for company-wide assessments and utilization has been increasing, not just within specific departments.

For more details, please visit:
https://exawizards.com/exabase/assess-learning/training/

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