

**PRESS RELEASE**

**Survey of Users of Consulting Services  
Over 60% of Those in Executive/Management Positions Said  
They Did Not Know About Human Capital Disclosure**

— The management issue respondents considered most difficult to handle and the issue where they felt they most needed external support was “Strengthening human resources” —

**January 31, 2023**

Modis Ltd. (Headquarters: Minato-ku, Tokyo; President and CEO: Kenichiro Kawasaki; hereinafter “Modis”), the leading technology solutions firm and group company of the Adecco Group, the world’s leading talent advisory and solutions company, will change its company name to AKKODiS Consulting Ltd., and its business brand name from Modis to AKKODiS, on April 1, 2023. In beginning this new journey as AKKODiS Consulting Ltd., the company will exit the human resource services industry that it has operated in and be reborn as a consulting firm that provides end-to-end consulting services to support innovation.

In accordance with this transformation, Modis conducted a survey of those in executive/management positions who have experience using a consulting service, asking them about what external support they felt they needed and the human capital disclosure mandate that will go into effect for major corporations this year.

Overview of Survey Results

- Management issues respondents felt have become more difficult to handle in recent years:  
**1st: “Strengthening human resources” (46.4%), 2nd: “Adapting to changes in society/the world” (42.0%), 3rd: “Utilizing digital technologies” (32.9%)**
- External support respondents felt they needed:  
**1st: “Strengthening human resources” (32.4%), 2nd: “Proposing management plans, business strategies/future visions, etc.” (29.4%), 3rd: “Specialized expertise, advice, etc., as needed” (29.1%)**
- Awareness of human capital disclosure:  
**Over 60% said they did not know about human capital disclosure**
- Efforts towards information disclosure on human capital management:  
**Less than 40% said they were making such efforts**
- Efforts towards information disclosure on human capital:  
**Over 60% said they would want to use an end-to-end (E2E) consulting service**



**Comments on Survey Results**

Hidebumi Kitahara, Director and Chief Operating Officer of Modis Ltd., says, “The results of this survey have shown that companies are not taking sufficient action on human capital disclosure, which is

something that's been getting more attention recently. Here at Modis, we obtained ISO 30414 certification—a guideline for information disclosure on human capital—in November 2022. We are the third Japanese company to obtain this certification, and the first in the digital/tech human resource service industry. We would like to use our experience and expertise to support human capital management and help increase corporate value in companies.

Modis has provided solutions to companies as a human resource services provider up to this point as well. But with this new start as AKKODiS Consulting Ltd. on April 1, we will transform into a consulting company that supports digital transformation and business transformation in companies through comprehensive, end-to-end consulting that covers everything from consulting in upstream areas to on-site operations and management. We will help increase the productivity of Japanese companies by solving management issues—for instance, through human capital management—with the goal of becoming a business partner that supports innovation in companies, and with the belief that Japan will be reborn as a 'leading problem-solving country' that will once again lead the world. I think that if we're able to achieve this, we'll most definitely be able to recover the 'lost three decades' (a term used to describe the 30 years of economic stagnation in Japan) in just five years."

**Hidebumi Kitahara, Director and Chief Operating Officer, Modis Ltd.**

Started working at SoftBank BB Corp. (currently SoftBank Corp.) as a fixed broadband engineer in 2005, and built up experience in the field of telecommunications network technologies through his work establishing Wireless City Planning Inc., and more. Was transferred to the U.S. mobile carrier Sprint in 2015, and became head of SoftBank's global business strategy in 2018, formulating business strategies for telecommunications networks, IoT, satellite communications, and more. Starting 2021, he has also worked to develop and formulate strategies for new businesses in Japan, while also serving as director of HAPSMobile Inc. and director of BB Satellite Corp. Started working at Modis in May 2022, and work there currently. Graduated from Purdue University in the U.S. in 2004.



**Detailed Survey Results**

**Management issues respondents felt have become more difficult to handle in recent years: 1st: "Strengthening human resources," 2nd: "Adapting to changes in society/the world"**

1,399 of those in executive/management positions who have experience using a consulting service were asked what management issues they felt had become more difficult to handle in recent years. The top response was "Strengthening human resources (handling recruitment, training, and diversity)" (46.4%), followed by "Adapting to changes in society/the world as needed" (42.0%), and "Utilizing digital technologies" (32.9%). The results show that companies currently see the handling of human resources to be more of an issue than the development of new businesses, the strengthening of technological ability, etc.

**Q. What management issues do you feel have become more difficult to handle in recent years? (n=1,399, multiple response)**



## Issues for which respondents felt they needed external support: 1st: “Strengthening human resources,” 2nd: “Proposing management plans, business strategies/future visions, etc.”

1,399 of those in executive/management positions were asked what external support they felt their company needed. The top response was “Strengthening human resources (handling recruitment, training, and diversity)” (32.4%), followed by “Proposing management plans, business strategies/future visions, etc.” (29.4%), and “Specialized expertise, advice, etc., as needed” (29.1%). The results showed that companies are seeking external support for handling human resources, which was already identified as a major issue in the previous question.

**Q. What external support does your company need? Please select the one you think is most necessary.**  
(n=1,399, multiple response)

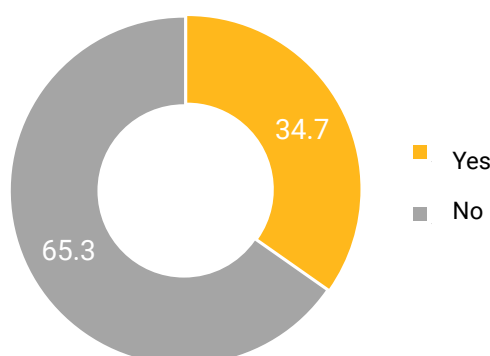


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## Awareness of human capital disclosure: Over 60% said they did not know about human capital disclosure

1,399 of those in executive/management positions were asked if they knew about information disclosure on human capital. Over 60% responded “No.” The government is asking 4,000 major corporations that issue annual securities reports to list information on the amount they have invested in human resources, employee satisfaction, etc., on their annual securities reports starting the fiscal year ending March 31, 2023. The mandate is currently limited to major corporations, meaning it does not apply to small- to mid-sized companies. However, human capital management is becoming more and more essential even in small- to mid-sized companies without the sufficient financial capital, equipment capital, etc., and interest in human capital management is expected to continue rising in the future.

**Q. Do you know about human capital disclosure?**  
(n=1,399, single response)



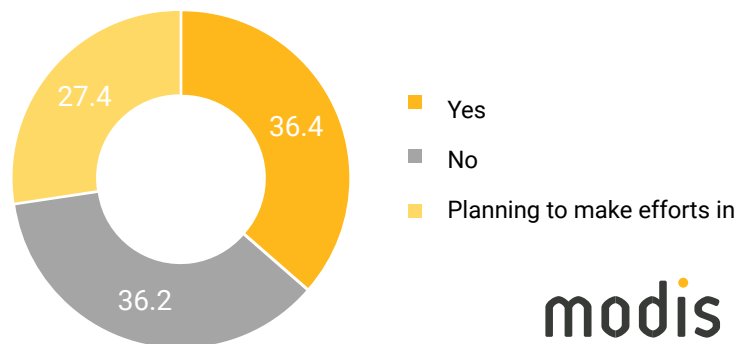
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## Efforts towards information disclosure on human capital management: Less than 40% said they were making such efforts

1,399 of those in executive/management positions were asked if their company was making any efforts towards information disclosure on human capital management. 36.4% responded “Yes,” 36.2% responded “No,” and 27.4% responded, “Planning to make efforts in the future.” As some of the respondents work in companies that are excluded from this upcoming mandate, these results do not show the extent to which companies are making efforts overall. However, the fact that approximately 30% of respondents said they were planning to make efforts in the future suggests that these efforts will accelerate in the future.

### Q. Is the company you work for making any efforts towards information disclosure on human capital?

(n=1,399, single response)



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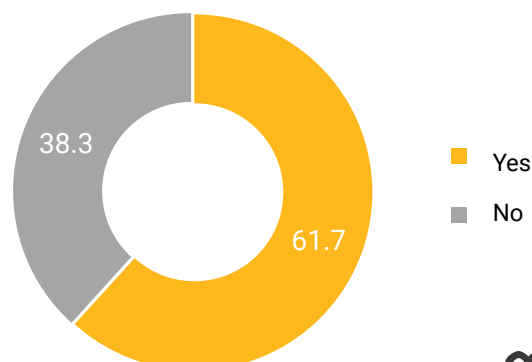
## Whether respondents would want to use an end-to-end consulting service for efforts towards information disclosure on human capital: Over 60% said they would

The 486 respondents who said they were engaged in efforts towards information disclosure on human capital in the previous question were asked if they would want to use an end-to-end consulting service\* for such efforts. Over 60% (61.7%) of respondents responded “Yes.” Many companies seemed to be struggling with these efforts, with comments such as “Don’t know what information to disclose,” “There’s no one in charge of it internally,” etc. The results showed that there is considerable interest in end-to-end consulting services that provide comprehensive support—identifying issues in the company, providing concrete advice on information disclosure, and supporting operations—as an external service.

\*Consulting service that covers everything from proposing plans to improve management to actually implementing the plan.

### Q. Would you want to use an end-to-end consulting service for efforts towards information disclosure on human capital management?

(n=486, single response)



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**Survey Overview**

Target: Those in executive/management positions who have experience using a consulting service

Sample: 1,399

Survey Agency: Rakuten Insight (Online survey)

Survey Period: December 27-28, 2022

\*Survey results are shown in percentages that have been rounded to the second decimal place, meaning the total of the percentages may not always add up to 100%.

**About Modis Ltd.**

Modis Ltd. is a member of the Adecco Group, a global leader in human resource services, and is one of Japan's largest technology solution providers with over 9,000 engineers and consultants. The combined IT and engineering expertise brings a unique end-to-end solution offering, with four service lines:

Consulting, Solutions, Talent, and Academy. Modis contributes to the development of smart industries with its technologies and problem-solving capabilities and strives to realize a society where individuals and organizations can thrive.

As of April 1, 2023, Modis will change its company name to AKKODiS Consulting Ltd. and its business brand name to AKKODiS.

<Modis website> <https://www.modis.co.jp>

<For comments/inquiries about this topic>

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