# News Release

September 30, 2025
ExaWizards Inc.
(TSE Code No.4259)

## Launch of AI Product "exaBase Empower" to Support HR Data Analysis and Strategic HR Planning

— Empowering Data-Driven Recruitment Candidate Assessment, Manager Candidate Selection, and Optimal Talent Allocation, Free Trial of up to Six Months —

ExaWizards Inc. (Minato-ku, Tokyo; Representative Director, President & CEO: Makoto Haruta; hereinafter "ExaWizards") announced the launch of its HR-support AI product "exaBase Empower," which serves as a "data analysis professional" and a "strategic advisor." After uploading the relevant HR data, the generative AI conducts advanced analyses, visualizing a candidate's potential, objectively selecting future management candidates, and providing optimal talent allocation. This accelerates the cycle from data-driven HR strategy planning to decision-making and implementation, ultimately driving the growth of companies.
To mark the release of this product, ExaWizards is offering a free six-month trial to qualifying companies.

**☑ Background and Strengths of exaBase Empower**

HR departments have recently faced increasing challenges, including intensified competition for talent and mandatory disclosures of human capital. The rapid evolution of AI requires businesses to transform at a faster pace, emphasizing the importance of AI utilization and the early identification and development of talent.

Despite efforts to collect and visualize employee data, companies often struggle to leverage that data in business and management strategies. Existing HR tech solutions frequently fall short in providing strategic analysis and decision-making support, and consulting services can be prohibitively expensive. Fragmented data across departments also makes it difficult to gain a

comprehensive understanding of organizational and individual capabilities and challenges. HR initiatives and talent management often rely on subjective judgment, creating significant bottlenecks to achieving strategic human capital management.

To address these challenges, ExaWizards developed exaBase Empower, an AI product that combines HR data analysis with strategic planning capabilities. Integrating data from ExaWizards' DX Human Assessment (DIA), HR data dispersed across organizations, and various other assessments, exaBase Empower leverages generative AI to conduct advanced, cross-sectional analyses automatically. It provides insights into the characteristics of key talent, identifies organizational strengths and challenges, creates skill benchmarks for specific roles and positions, and offers actionable recommendations for talent management.

▶ Learn more about exaBase Empower here: https://exawizards.com/exabase/empower/

☑ **Key Features and Functions of exaBase Empower**
exaBase Empower supports effective talent utilization, organizational growth, and business transformation:

1. Generative AI-Driven Analytical Support
Consolidating HR data scattered across the organization and entering it into exaBase Empower allows generative AI to provide in-depth analyses. It identifies challenges and trends and provides insights for decision-making.

2. Comprehensive Dashboard
Provides a bird's-eye view of the organizational status and challenges that were previously difficult to understand due to fragmented data. Visualizes gaps between current strategies and goals and prioritizes areas for improvement.

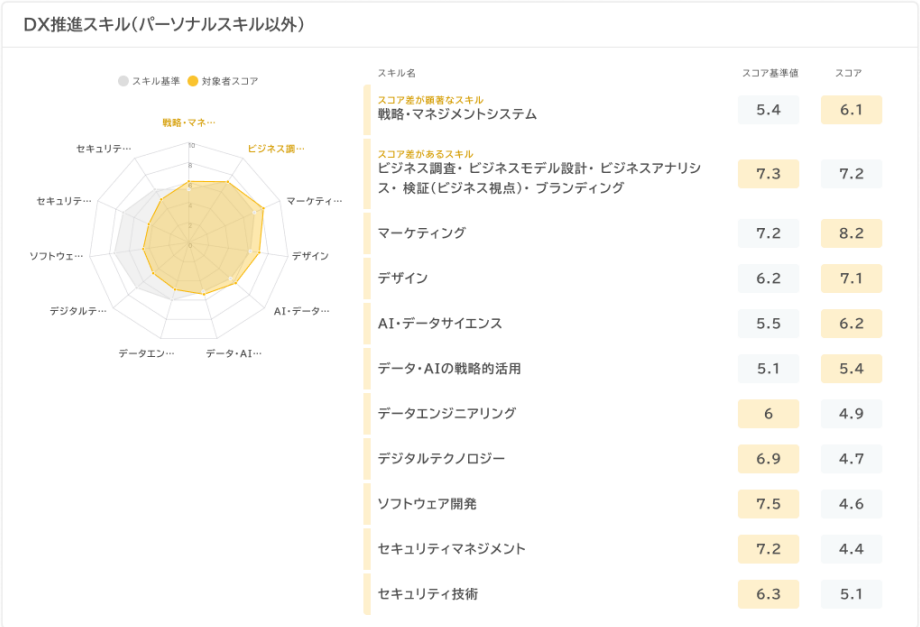

Illustration: Example of dashboardgenerated in radar chart or comment format.

3. High-Performance Talent Reporting

Quantifies the characteristics of top-performing talent for each position or role. Generative AI extracts the relevant skills, behaviors, and outcomes to streamline HR strategy development.

Illustration: Examples of reports, High-Performance Talent Report

4. Role-Specific Skill Benchmarking

Creates skill benchmarks for each role or position based on the profiles of high-performing talent. Supports objective decision-making in recruitment, training, and evaluation, reducing reliance on subjective judgment.

5. Suitability Analysis Reports

Provides insights into individual skill compatibility and gaps. These reports can be used in recruitment decisions, succession planning, and talent allocation.

☑ **Practical Use Cases**

1. Candidate Assessment

Utilize DX Human Assessment (DIA) results to visualize a candidate's potential beyond their resume. Evaluate growth potential and improve hiring accuracy and ROI.

2. Succession Planning

Identify and select future manager candidates. Define department- or position-specific benchmarks and identify mid-level talent for development.

3. Optimal Talent Allocation

Achieve optimal talent placement to maximize organizational vitality. Identify talent that align with success criteria for specific departments or new business initiatives across the organization for data-driven deployment.

☑ **Future Development**

ExaWizards plans to add advanced features to support more sophisticated analysis and strategic planning:

1. Data entry expansions (e.g., mid-term business plans, investor relations information, departmental strategies).
2. Interactive capabilities with generative AI.
3. Organizational skill trend analysis.
4. HR strategy development aligned with management goals, starting from desired future states ("Future" vision).

exaBase Empower provides comprehensive AI HR data analysis and strategic planning that facilitates data-driven human capital management. Eliminating reliance on intuition and subjective judgment will accelerate sustainable corporate growth.

☑ **Seminar Information**

"Driving Management and HR Transformation in the AI Era: How to Identify Strategic Talent
— Introduction to 'exaBase Empower,' an AI Solution Supporting HR Data Analysis, Strategy, and Initiatives" —

▶ Register Here:
https://event.exawizards.com/dxp/dia/2025137?utm_source=pr&utm_campaign=pr

・Date and Time: Thursday, October 16, 2025, 11:30 AM–12:30 PM
・Fee: Free of charge
・Format: Online

☑ **Product Launch Commemorative Campaign**

ExaWizards is offering a free one-month trial to allow companies to assess the product's value. Up to three companies that consider full-scale implementation will be eligible for an extended free trial of up to six months until March 2026.

▶ Apply Here: https://exawizards.com/exabase/empower/contact/?utm_source=pr&utm_campaign=pr

※Eligibility for the free trial requires that at least 500 individuals take the DX Human Assessment (DIA) and meet other specified conditions.

**ExaWizards Company Profile**

Company name: ExaWizards Inc.
Location: 4-2-8 Shibaura, Minato-ku, Tokyo, 5F
Established: February 2016
Representative: Makoto Haruta, Representative Director, President & CEO
Business: Industrial innovation and resolution of social issues via AI service development
URL: https://exawizards.com/en/

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