October 23, 2026

To whom it may concern

Company name	Konoike Transport Co., Ltd.	
Name of representative	Representative Director, Chairman, President, and Chief Executive Officer (TSE Prime Market Code No.: 9025)	Tadahiko Konoike
Contact information	Managing Executive Officer and Executive General Manager of the Corporate Planning Division	Kazuo Ofuchi

Phone: 03-3575-5753

Launching Truck Driver Training and Recruitment in Manipur, Northeast India

Konoike Transport Co., Ltd. (Head Office: Chuo-ku, Osaka; Representative Director, Chairman, President and Chief Executive Officer: Tadahiko Konoike; hereinafter Konoike Transport) has established a comprehensive framework in Manipur, Northeast India, covering the entire process from the recruitment and training of candidates for truck-driver positions under Japan's Specified Skilled Worker program to their employment and acceptance in Japan. The initiative will begin operating this scheme toward realizing the "The Japan-India Human Resources Return Ecosystem", which seeks to address labor shortages in Japan while creating employment opportunities for young people in India. Konoike India Pvt. Ltd. (Head Office: Gurugram, India; Representative: Kazuhiro Hasumi), which oversees the KONOIKE Group's operations in India, will establish a local framework for personnel training and dispatch through business partnerships with NSDC International (NSDCI), a wholly owned subsidiary of India's National Skill Development Corporation, and IDTRC Manipur, a driver-training institution in Manipur. The trained candidates will be accepted at Konoike Transport in Japan under the Specified Skilled Worker (i) status of residence and are expected to work for up to five years. Konoike Transport is the first Japanese company to undertake this initiative, which covers the entire process—from recruitment and training to employment—of truck drivers under the Specified Skilled Worker program India.

Accordingly, we would like to inform you that we have issued the attached news release today.

News Release

October 23, 2026
Konoike Transport Co., Ltd.

Helping Address Japan's Labor Shortages and India's Employment Challenges

Launching Truck Driver Training and Recruitment in Manipur, Northeast India

Training to begin in January 2027, targeting 15 candidates for the first batch

Konoike Transport Co., Ltd. (Head Office: Chuo-ku, Osaka; Representative Director, Chairman, President and Chief Executive Officer: Tadahiko Konoike; hereinafter Konoike Transport) has established a comprehensive framework in Manipur, Northeast India, covering the entire process from the recruitment and training of candidates for truck-driver positions under Japan's Specified Skilled Worker program to their employment and acceptance in Japan. The initiative will begin operating this scheme toward realizing the "The Japan-India Human Resources Return Ecosystem"※1, which seeks to address labor shortages in Japan while creating employment opportunities for young people in India. Konoike India Pvt. Ltd. (Head Office: Gurugram, India; Representative: Kazuhiro Hasumi; hereinafter KIPL), which oversees the KONOIKE Group's operations in India, will establish a local framework for personnel training and dispatch through business partnerships with NSDC International (NSDCI)※2, a wholly owned subsidiary of India's National Skill Development Corporation, and IDTRC Manipur※3, a driver-training institution in Manipur. The trained candidates will be accepted at Konoike Transport in Japan under the Specified Skilled Worker (i) status of residence※4 and are expected to work for up to five years. Konoike Transport is the first Japanese company※5 to undertake this initiative, which covers the entire process—from recruitment and training to employment—of truck drivers under the Specified Skilled Worker program India.

※1 Further details are provided at the end of this news release.
※2 National Skill Development Corporation (NSDC) Website https://www.nsdcindia.org/
※3 Institute of Drivers Training & Research Centre Manipur (IDTRC Manipur) Website https://idtrcmanipur.com/
※4 A status of residence that allows foreign nationals with specific expertise or skills to work in industries facing severe labor shortages, for a total of up to five years.
※5 Based on research conducted by Konoike Transport as of October 23, 2026

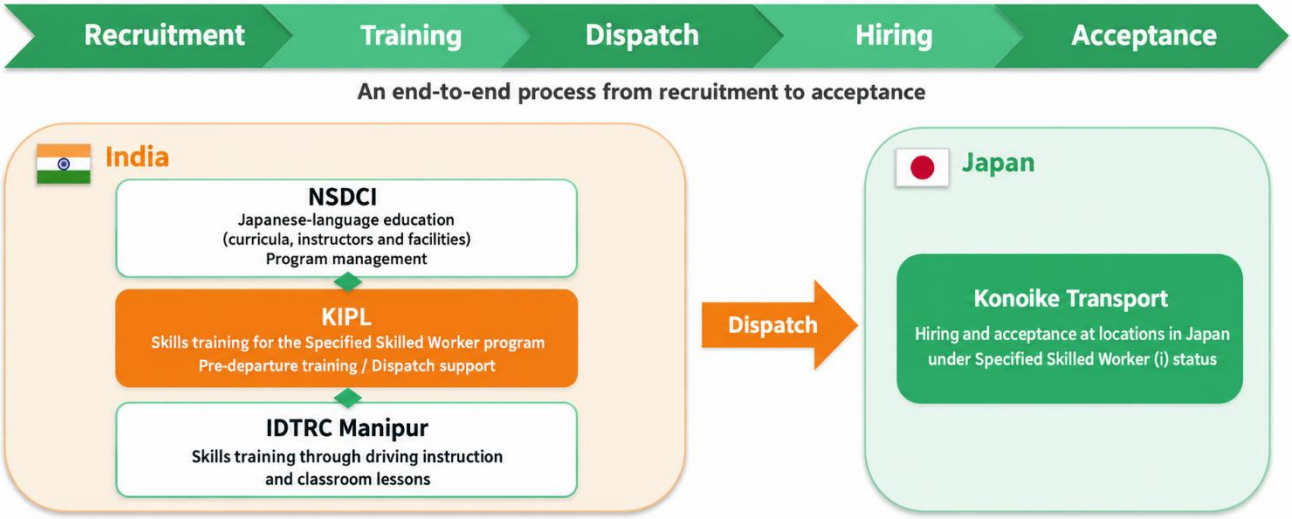
■ Overview of Truck Driver Recruitment, Training, Hiring and Acceptance in Manipur

As the first step toward the "The Japan-India Human Resources Return Ecosystem," KONOIKE Group has established a system in Manipur, Northeast India, covering the entire process from recruiting and training foreign candidates under the Specified Skilled Worker program to their hiring and acceptance in Japan, focusing on truck drivers, for whom demand is particularly high at the Group's facilities. KIPL will play a central role in managing the business throughout the entire process, from dispatching personnel from India to their hiring and acceptance in Japan. Acceptance in Japan will begin with Konoike Transport, while the business will be developed with the possibility of introducing personnel to Group companies and client companies in the future also in mind.

KIPL has entered partnerships with NSDCI and IDTRC Manipur, established a framework for providing Japanese-language education and skills training. NSDCI will be responsible for Japanese-language education and program management, while IDTRC Manipur will provide skills training

through driving instruction and lessons. Together, they will support candidates in preparing for Japanese-language examinations and Specified Skilled Worker skills evaluation tests, and in obtaining heavy-truck licenses. Training will also be provided to help candidates acquire driving skills based on Japanese traffic rules and safety standards. Through these arrangements, KIPL has established an end-to-end scheme covering recruitment, training and dispatch in India through hiring and acceptance at Konoike Transport in Japan.

(Diagram of the scheme in Manipur State, Northeast India)





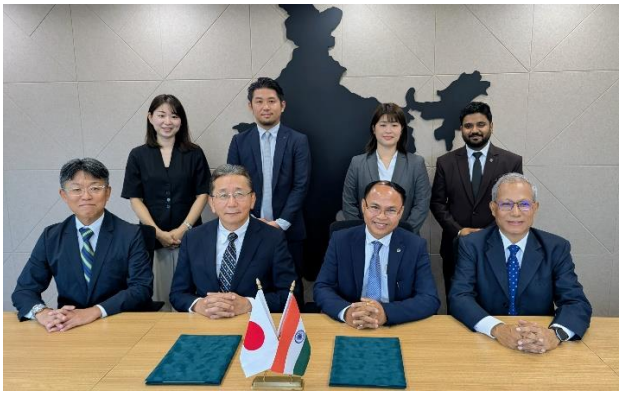
■ Future Outlook

We will begin recruiting candidates for the Specified Skilled Worker program in Manipur starting in October 2026. Training is scheduled to commence in January 2027, with the aim of dispatching a group of approximately 15 workers every six months. The first cohort is expected to arrive in Japan in February 2028 and work at Konoike Transport's facilities under the Specified Skilled Worker (i) status for a maximum of five years.

■Scenes from the signing ceremony



NSDCI



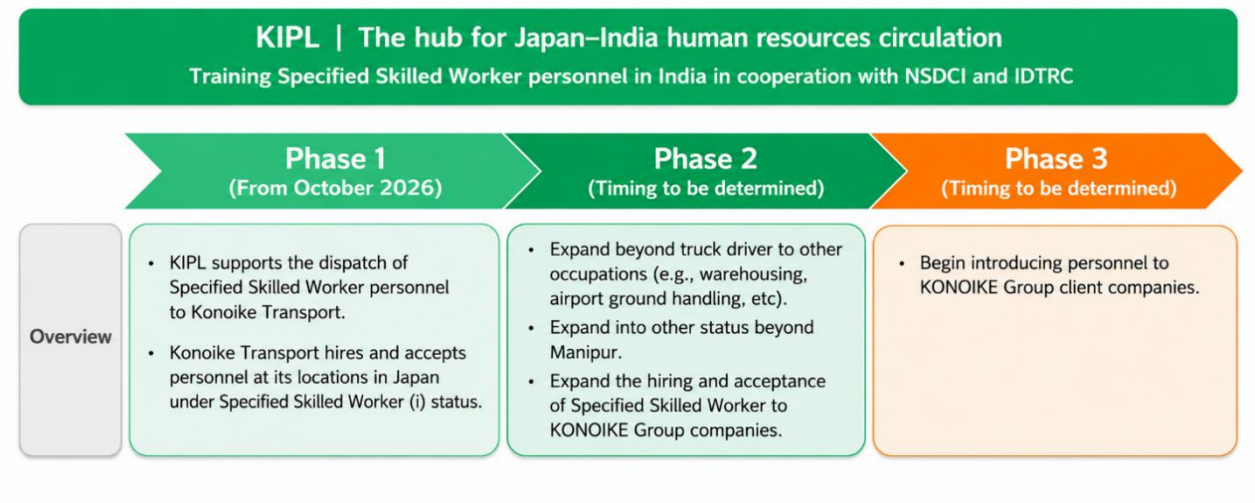
IDTRC Manipur

[For Reference] Overview of the “The Japan-India Human Resources Return Ecosystem” Concept

As labor shortages become increasingly pronounced in the logistics industry, KONOIKE Group in Japan also face chronic staffing shortages, particularly among truck drivers. Demand for foreign workers in Japan, including those under the Specified Skilled Worker program, is therefore growing as one solution to these shortages. Meanwhile, India’s population continues to grow, and the country faces serious unemployment. In Northeast India in particular, the economy is centered on agriculture and handicrafts, leaving young people with limited employment opportunities. Against this backdrop, KONOIKE Group aims to build the “The Japan-India Human Resources Return Ecosystem” to both alleviate labor shortages in Japan and create employment opportunities for young people in India.

Under this ecosystem, KONOIKE Group will provide local personnel in India—which the Group regards as its “second base”—with the Japanese-language education and skills training needed to work in Japan, and help match them with Japanese companies. The Group also aims to establish a system in which human resources circulate between Japan and India by providing employment opportunities in India to personnel who return home after gaining skills and experience through working in Japan. Through these efforts, KONOIKE Group will further accelerate its business development in India, create stable employment opportunities for young people in India, and contribute to addressing social challenges.

(Visualization of the "The Japan-India Human Resources Return Ecosystem")



- Overview of Konoike Transport Co., Ltd.（https://www.konoike.net/en/）

The KONOIKE Group is a professional services group that, beyond logistics, continues to strive to solve societal issues and drive innovation through manufacturing, healthcare, airport operations, and more

Registered company name	Konoike Transport Co., Ltd. *Tokyo Stock Exchange Prime Market	Reprensentative	Representative Director, Chairman, President, and Chief Executive Officer Tadahiko Konoike
Osaka Head Office	4-3-9 Fushimimachi, Chuo-ku, Osaka	Tokyo Head Office	6-10-1 Ginza, Chuo-ku, Tokyo
Founded	May 1880	Company established	May 30, 1945
Share capital	1.723 billion yen	Employees	Approx. 25,000 (consolidated) *Including temporary staff
Net Sales	355,555 million yen (consolidated)	Operating income	22,785 million yen (consolidated)
Business activities	Steel, engineering, food-related and temperature controlled logistics, food products, lifestyle, medical, airport operations, international logistics, Indian operations.		

*Share capital, net sales, operating income, number of employees: Current as of March 31, 2026

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For press inquiries, please use the inquiry form on the Contact page of the KONOIKE Group's Global website: https://www.konoike.net/en/contact/