



Your
Dream
Destination
Japan

Xplora

Company Profile

Kōdo



Ed Tech

(Learning & Skill
Development)

HR Tech

(Placement &
Matching)

MobilityTech

(Visa, Travel &
Documentation)

FinTech

(Provision of
Various Types
of Loans)

InsureTech

(Safety,
Monitoring &
Compliance)

AI, AR/VR & Data Advantage

Message from the Founder & Chairman

Xplora Kōdo was founded with a clear purpose — to bridge the gap between aspiration and real-world readiness.

Over the years, I have seen talented Nepali students and workers dream of Japan, yet struggle—not due to lack of ability, but due to incomplete preparation. Xplora Kōdo was created to solve this challenge by integrating education, technology, practical exposure, and verified readiness into one trusted platform.

Today, as the world evolves, so do opportunities. Beyond physical mobility, the future also belongs to digital workforce mobility. With this vision, Xplora Kōdo now extends its mission to preparing AI-enabled, bilingual professionals who can contribute to Japan’s digital economy remotely.

Our commitment remains unchanged: to prepare Nepali talent with skill, discipline, and dignity—ready not just for Japan, but for the future of work.

— **Founder & Chairman**

Binay Rawal

Xplora Kōdo



About XploraKōdo

Xplora Kōdo is a next-generation, technology-powered Japan-readiness platform designed to prepare and deploy Nepali talent for successful careers in Japan –both physically and digitally.

We go beyond traditional language institutes and recruitment agencies by combining:

- Japanese language mastery
- AI-powered learning systems
- AR/VR immersive training
- Verified readiness certification
- Workforce deployment (Japan & remote)



Our purpose is simple yet powerful: **to transform aspiration into capability, and capability into opportunity.**

Vision, Mission & Core Values

► Vision

To become Nepal's leading gateway for Japan-ready physical and digital workforce.

► Mission

End-to-end preparation, certification, and deployment of talent for Japanese employment and AI-driven global opportunities.

► Core Values

Discipline, Trust, Integrity, Professionalism, Respect.

What XploraKōdo

is (and is Not)

Xplora Kōdo is

- A full-stack Japan-readiness ecosystem
- A talent development and deployment platform
- A bridge between Nepalese talent and global opportunities
- A provider of both physical workforce and AI-enabled digital workforce

Xplora Kōdo is not

- A traditional, classroom-only language institute.
- A manpower or recruitment agency.
- A certificate-selling operation.
- A simple document-processing service.

One-Sentence Definition

Xplora Kōdo is an immersive 5-pillar ecosystem that prepares Nepali talent with language skills, technical expertise, cultural readiness, and verified certification to confidently access opportunities in Japan.

Who We Cater To ?



◆ Students (Japan Study Pathway)

- Nepali students aspiring to study in Japan
- Language schools, vocational colleges, and universities
- Students seeking high success in admission and adaptation

◆ Workers (Japan SSW Pathway)

- Skilled and semi-skilled Nepali workers
- SSW sectors such as Caregiving, Food Service, and Factory Work
- Workers seeking dignity of labor and long-term growth in Japan

◆ AI Professionals (Digital Workforce)

- Bilingual (Japanese + English) AI-trained professionals
- Remote workforce supporting Japanese companies
- AI operations, data processing, and digital services

◆ Japanese Employers & Partners

- Employers seeking reliable, trained, and verified talent
- Companies requiring both onsite and remote workforce solutions

XploraKōdo

Readiness Model

Japan does not need certificates alone – it needs prepared people. Xplora Kōdo prepares candidates across four fully integrated verticals:

Core Verticals of Xplora Kōdo

IN-CLASS JAPANESE LANGUAGE LEARNING (N5 / N4)

- JLPT-aligned curriculum
- Speaking, listening, reading, writing
- Business etiquette & communication

AI-POWERED OFF-CLASS LEARNING

- Personalized learning systems
- Pronunciation correction
- Performance tracking & analytics

AR/VR JAPANESE LANGUAGE IMMERSION

- Simulated Japanese environments
- Workplace scenarios
- Cultural adaptation training

Practical Training (Physical & Digital)

Physical Jobs:

- Caregiving, food service, factory simulation

Digital (AI Work):

- Data annotation (Japanese datasets)
- AI chatbot evaluation
- Prompt engineering
- AI-assisted customer support
- Data quality assurance

AR/VR PRACTICAL TRAINING (JAPAN STUDENTS)

- **3D tour of Japanese Universities and Classrooms**
- **Grocery store tour**
- **Train station tour**
- **Common places tour**

AI Outsourcing Services (Japan-Focused)

- Xplora Kōdo provides bilingual AI workforce solutions tailored for Japanese companies:
- Japanese data annotation (text, image, audio)
- AI chatbot testing and evaluation
- Prompt engineering (Japanese & English)
- AI-assisted customer support
- Data validation and quality assurance

Readiness Assessment & Japan Readiness Certification

◆ **Readiness Assessment System (Quality Control Layer)**

Our proprietary system ensures only qualified candidates are deployed:

- Language proficiency scoring
- Behavioral & discipline assessment
- Work simulation performance
- AI task evaluation (for digital workforce)
- Interview readiness

◆ **Xplora Kōdo Japan Readiness Certification**

- Issued only after meeting defined readiness thresholds
- Confirms the candidate is Japan-ready
- Track-specific: Students (Universities / Colleges), Workers (SSW – Caregiver, Food Service, etc.)
- Time-bound, auditable, and standardized
- Strict no-dilution policy

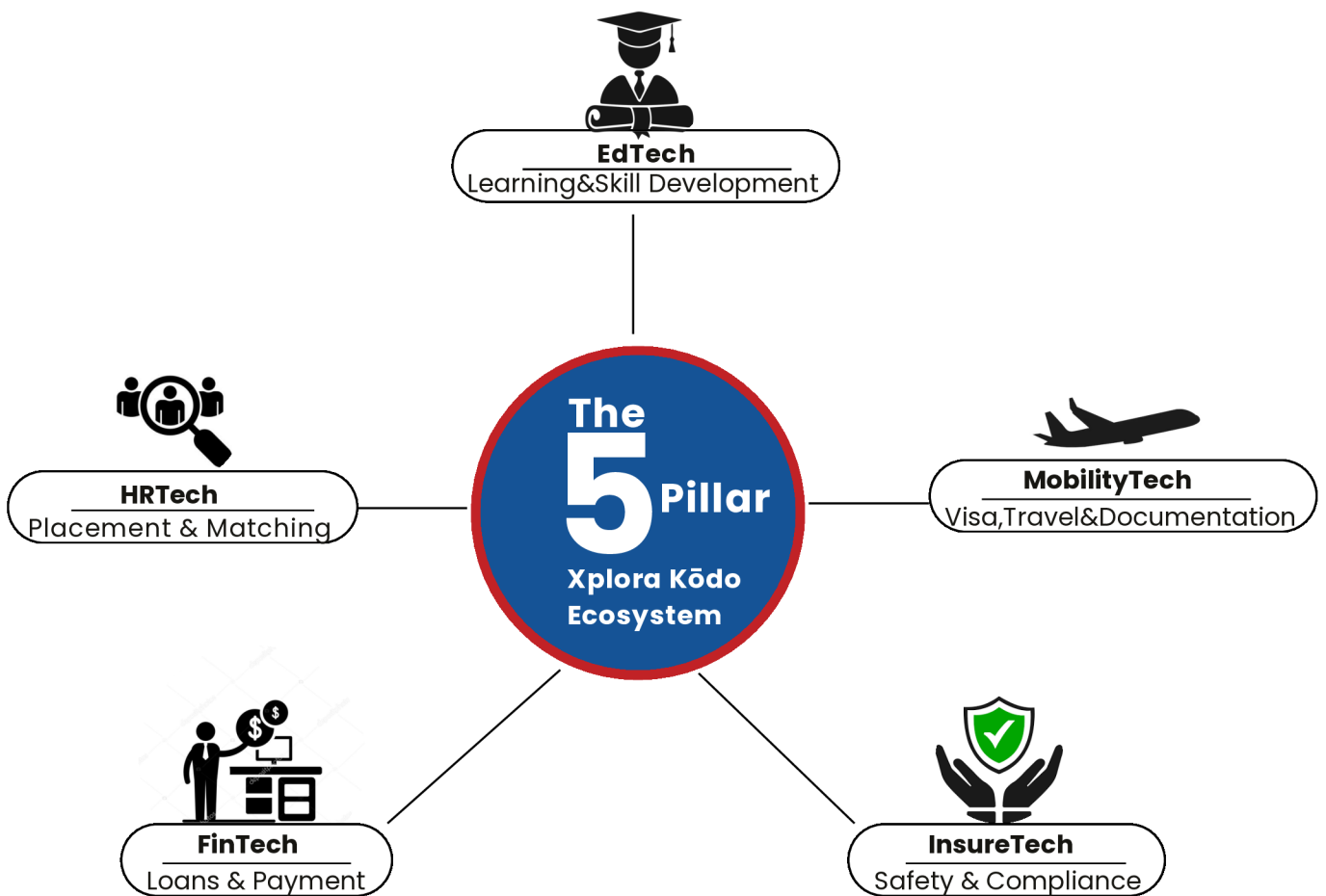
◆ **QR-Verified Readiness Certification (Trust Engine)**

- Unique QR code on every certificate
- Eliminates fake or unverifiable certificates
- Creates instant trust with Japanese institutions and employers

◆ What the QR Scan Reveals

- Candidate identity (secure & masked)
- Program track (Student / Worker / SSW – Japan)
- Detailed readiness scores: Language proficiency, Behavior & discipline, Work simulation performance, Interview performance, Overall Japan Readiness Score
- Certificate ID, issue date, and validity status
- Digitally verified by Xplora Kōdo

Only candidates who meet strict, multi-layered benchmarks are certified and recommended.



1

EdTech (Learning & Skill Development)

- JLPT N5/N4/N3 training
- AR/VR Japanese language labs
- Skill test preparation (Caregiver, Food, Agriculture, Building Cleaning)
- Soft skills, work ethics, and emergency training
- AI teachers, automated practice tests
- LMS for institutes and students

Strength: Builds a scalable, future workforce pipeline

www.xplorakodo.com

2

HRTech

(Placement & Matching)

- Digital registration of workers
- Upload CV, passport, and certificates
- AI-based job-matching engine
- Automated employer selection
- Interview scheduling
- Worker scoring system (behavior and skill level)
- RSO/SSA integrations

Strength: Reduces recruitment costs while increasing employer trust.

3

MobilityTech

(Visa, Travel & Documentation)

- Visa SOP automation
- Document checklist generator
- Tracking system for workers and students
- Travel arrangements (flight and airport pickup)
- Accommodation booking support
- After-arrival support in Japan

Strength: Ensures a smooth Nepal-to-Japan transition.

4

FinTech

(Provision of Various Types of Loans)

- Training, travel, and documentation loans
- Salary-backed "Earn & Pay Later" facilities
- Insurance payments
- Digital payments and remittance integration
- Financial planning for overseas workers

Strength: "Earn & Pay Later" models remove financial barriers for low-income families.

5

InsureTech

(Safety, Monitoring & Compliance)

- Health, accident, and emergency insurance
- Japan visa-compliant coverage packages
- Digital policy issuance and claim support
- Employer-linked group insurance
- AI-backed welfare and behavior monitoring
- 24/7 support, emergency translation, and legal support

Strength: *Increases Japan-side confidence and long-term worker retention.*

The Xplora Kōdo Ecosystem – 6 Key Stakeholders

◆ Students (N5/N4 Learners)

- Access language and skill training
- Receive AI-guided learning, mock tests, and progress tracking
- Prepare for Japanese workplace placement

◆ SSW Workers

- Training, skill-test preparation, soft skills coaching
- Mobility, documentation, and visa support
- Post-arrival monitoring and welfare updates

◆ Japanese Employers

- Pre-screened, AI-matched candidates
- Performance and compliance dashboards
- Streamlined recruitment and reporting

◆ RSOs & SSAs (Japan)

- Access CRM dashboards for documentation, compliance, and workforce monitoring
- Coordinate with employers and XploraKōdo

◆ Language & Skill Institutes (Nepal)

- Integrate LMS, AR/VR, and AI tools for training delivery
- Partner for student enrollment and skill test preparation

◆ Banks & MFIs

- Provide training, travel, and documentation loans
- Facilitate secure salary-backed repayment and remittance

Outcome: *This creates a network effect more participants strengthen the system and trust.*

Platform Architecture

◆ Layer 1 – User Layer

- Students, workers, employers, institutes, and RSOs all log in to the same ecosystem.

◆ Layer 2 – AI & Data Layer

- Job-matching AI
- Skill-testing AI
- Document-check AI
- Worker scoring system
- Employer preference analysis

◆ Layer 3 – Operations Layer

- Automates registration, training, placement, visa, travel, insurance, and after-arrival monitoring. Reduces manpower costs and increases scale.

◆ Layer 4 – Monetization Layer

- Training fees, AR/VR subscription, placement fees, employer fees, visa fees, loan commissions, insurance commissions, subscription plans, skill test training, agency partnerships, Japan office subscription.

Problem Statement / Market Gap

Japan has an ever-growing demand for Nepali workers across multiple industries due to its aging population and workforce shortages. However, Nepal is unable to fulfill that demand effectively.

The issue is not the lack of manpower – it is the lack of readiness.

Many workers and students face:

- Language Barrier – Limited practical communication despite certifications
- Confidence Barrier – Low interview confidence and cultural adaptation skills
- Competency Barrier – Insufficient workplace discipline, technical skills, and professional standards

This creates a critical gap between Japan's opportunity and Nepal's preparedness. Xplora Kōdo addresses the language barrier, confidence barrier, and competency barrier through an integrated Japan-readiness system that combines language mastery, cultural training, workplace simulation, and measurable certification – ensuring Nepal can truly meet Japan's ever-growing demand.

Solutions / Services

- **EdTech:** Japanese language training, AR/VR immersive modules, skill test preparation, soft skills & work ethics, AI-assisted learning.
- **HRTech:** Digital registration, AI job matching, document verification, performance analytics, interview support.
- **MobilityTech:** Visa SOP automation, document checklist & secure storage, travel & accommodation support, post-arrival integration.
- **FinTech:** Training, travel, and documentation loans, salary-backed repayment, secure payments and transfers.
- **InsurTech:** Health, accident, and emergency coverage, AI welfare monitoring, 24/7 support, family engagement.
- **AI Outsourcing Services (Japan-Focused)**
 - Japanese data annotation
 - AI chatbot evaluation (Japanese)
 - Prompt engineering
 - AI-assisted customer support
 - Data QA & validation

Enterprise-Grade Digital Security

- Multi-layer firewall architecture
- Encrypted document vault
- Secure login and multi-factor authentication
- Role-based access detection
- AI-driven fraud and anomaly detection
- Secure storage for passports, contracts, and certificates

Japan Strategic Partnership & Deployment Record

Xplora Kōdo operates in strategic collaboration with Asia Human Gateway (Japan).

2025

Achievements:

62 Female Candidates

Deployed in Elderly Caregiving Centers in Hokkaido

22 male candidates

Deployed in the Food Service industry in Sapporo.

Total Deployments: 84 candidates

Visa Approval Rate: 100% for the 2025 cohort

2026

Projection:

Deployment Capacity: 300 candidates (Caregivers & Food Service Industry)

Xplora Kòdo 2026 Training Capacity

Session 1 Jan - Jun

300 Students

Session 2 Jul - Dec

300 Students

Total 2026 Graduates: 600 Students

Training Sessions

Daily Classes

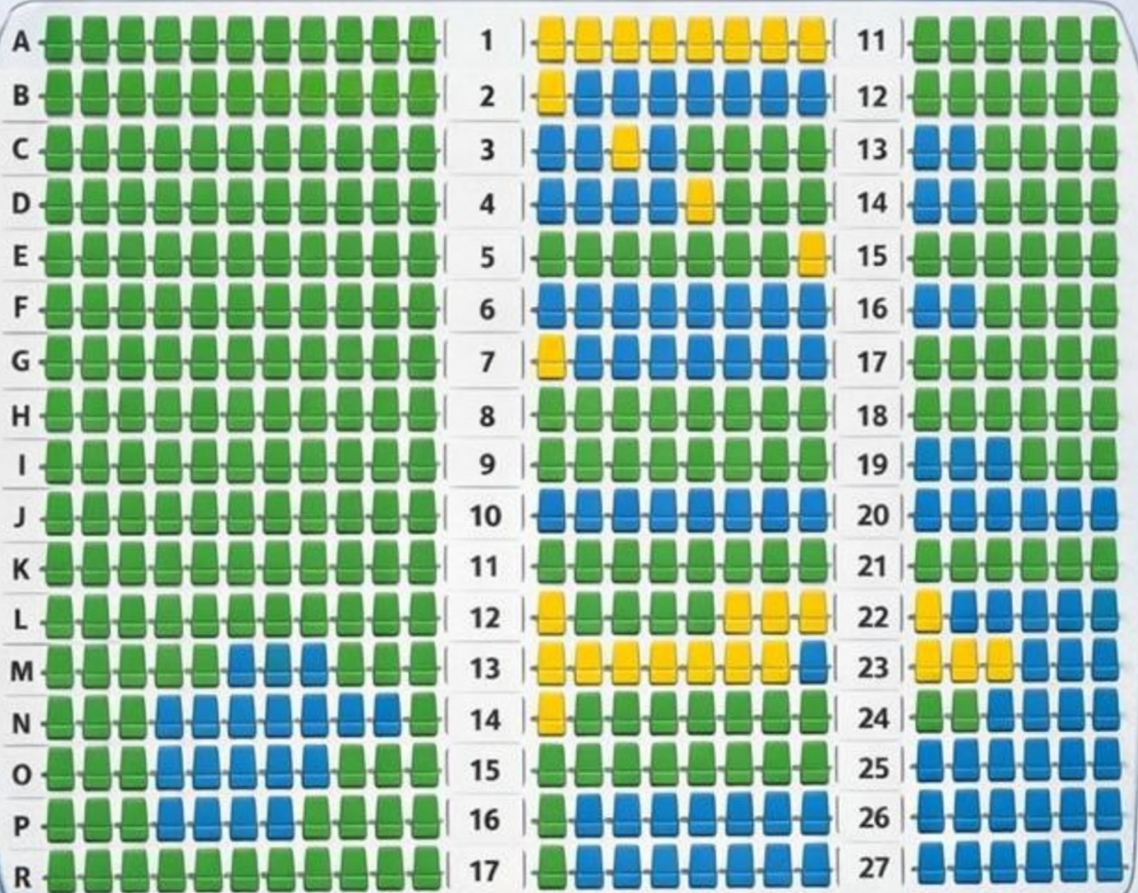
- 3 Classes per Day
- 15 Students per Class

Session 1

JAN - JUN

Session 2 JUL - DEC

JUL - DEC



In-Class

AR / VR Learning

AI Modules

Hybrid Learning Modes



In-Class Learning



AR / VR Learning



AI & Online Learning

XploraKōdo Facility Overview

Total Area: 5,500 sq. ft.

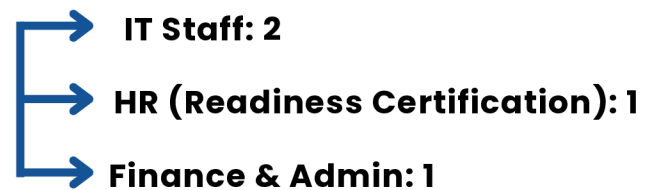
- **5 Classrooms** – Equipped for hybrid learning and interactive sessions
- **1 AR/VR Language Learning Lab** – Advanced immersive language training
- **1 AR/VR Practical Lab** – Hands-on skill simulations for practical training
- **1 Video Conference Hall** – For remote sessions, online interviews, guest lectures, and corporate meetings
- **Interview Rooms** – For in-person candidate interviews

Xplora Kōdo Team Structure (2026)

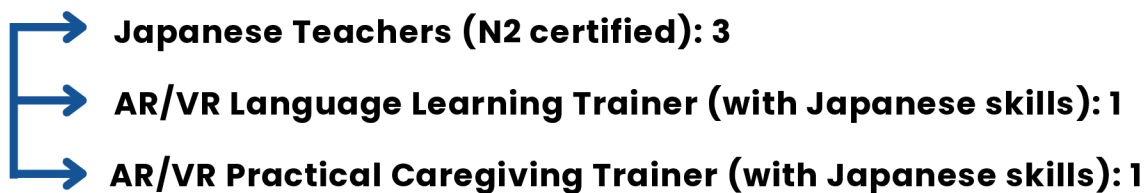
Leadership & Management



Support & Operations



AI experts & Professionals



Marketing & Communication



Office Support



QA (Quality Assurance) expert-1

AI experts & Professionals-3

With core competency in below:

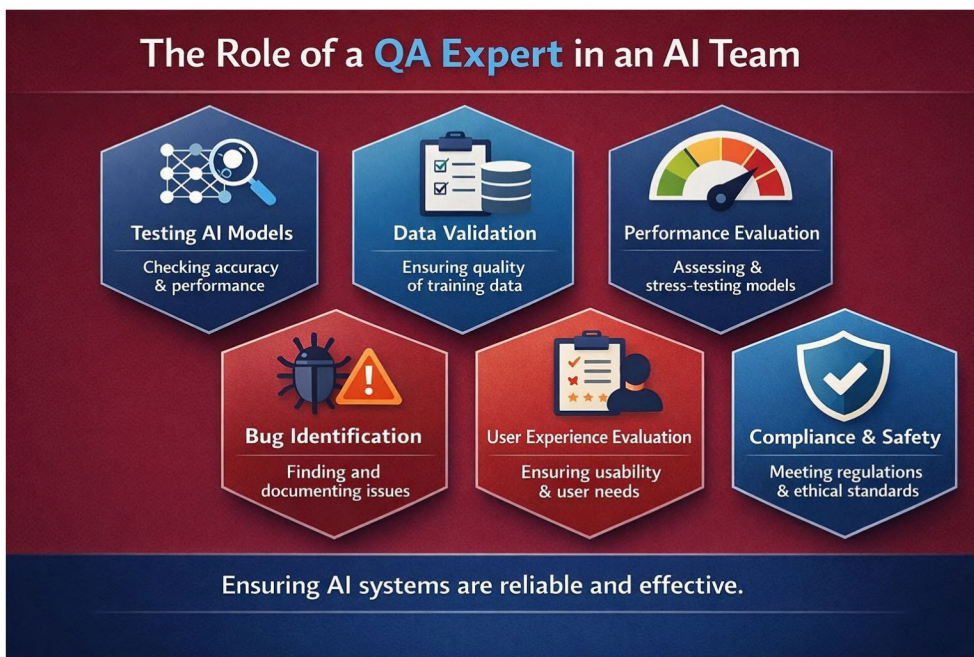
CORE COMPETENCIES

- Generative AI Consulting & Integration
- AI-Driven Digital Marketing & E-Commerce
- AI Project Management & Automation
- Strategic Partnerships & International Business
- Smart City & Infrastructure AI Applications
- Cross-Border Collaboration & Tech Diplomacy
- AI for Higher Education & Policy Strategy
- Distributed Workforce & Automation Ecosystems

QA (Quality Assurance) expert-1

Attention to detail

- Familiarity with AI tools & output types
- Basic understanding of ML concepts
- Ability to document errors & feedback clearly
- Optional: Excel/Sheets, annotation tools, or Python for automation



Demand Creation in Japan

- MoUs with Japanese employers and RSOs
- Participation in job fairs across Tokyo, Osaka, Kyoto, and Fukuoka
- Direct employer delegations
- Skill demonstrations for Japanese partners
- Japanese-language employer marketing
- Employer dashboard and performance reporting
- Cultural, skill, and language performance reports

Training & Quality Assurance

- Classroom and online learning across devices
- AR/VR immersive modules for workplace simulations
- AI-assisted learning: personalized study plans, mock tests, pronunciation correction
- Soft skills, work ethics, and emergency training
- Skill preparation: Caregiving, Food Service, Agriculture & Factory, Building & Cleaning
- Assessment & certification: AI-evaluated tests, readiness certification, real-time progress reporting
- Continuous monitoring: AI tracks training outcomes, exam readiness, and skill acquisition
- Employer alignment: Training aligned with Japanese workplace standards

Compliance & Ethics

- Anti-fraud and anti-human trafficking policies
- Transparent fee structure
- AI-assisted document verification
- Legal compliance with Nepalese and Japanese labor, immigration, and educational regulations
- Candidate safety and welfare
- Family engagement and updates
- AI fraud detection

Cross-Platform Accessibility

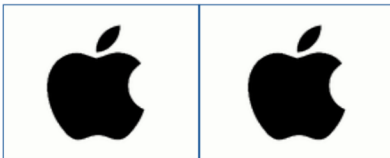
Xplora Kōdo is available



(DESKTOP/LAPTOP)



(ANDROID PHONES AND TABLETS)



(IPHONES AND IPADS)

Universal Features Across All Devices:

- Online classes
- AR/VR modules
- AI learning assistants
- Secure document vaults
- Interview scheduling
- Job application portals
- Notifications and deadline tracking
- Employer dashboards

Outcome: Accessible anytime, anywhere, ensuring maximum convenience.

Business Model & Monetization

B2C Model (Candidate-Focused)

- Training fees
- AI learning programs
- AR/VR modules
- Certification

B2B Model (Japan-Focused)

- Workforce placement fees
- AI outsourcing contracts
- Dedicated team subscriptions
- Employer partnerships

Revenue Streams

- Training fees
- AR/VR subscription
- Readiness certification
- Employer placement fees
- Visa and documentation services
- Loan and insurance commissions
- Institutional subscription
- Japan office and partner subscription.

Operational Flow (End-to-End)

- Registration & Profile Creation
- Training & Skill Development
- Assessment & Certification
- Recruitment & Employer Matching
- Documentation & Visa Processing
- Travel & Deployment
- Post-Arrival Monitoring & Support

Future Roadmap

Short-Term (12 months): Expand enrollment, launch AI student avatars, strengthen AR/VR modules, increase Japanese partnerships, enhanced AI analytics.

Mid-Term (1-3 years): Become Nepal's leading gateway for Japan.

Long-Term (3-5 years): Become the No.1 platform in Southeast Asia among all countries supplying SSW workers to Japan.

Why Choose Xplora Kōdo

- End-to-end Japan readiness
- AI-powered training and deployment
- Bilingual workforce capability
- Verified certification system
- High discipline and cultural alignment
- Scalable workforce pipeline

Scalability & Global Vision

While Japan is the initial focus, Xplora Kōdo is architected for expansion into:

- Korea
- Europe
- Middle East countries
- Other aging workforce economies

Final Positioning Statement

“XploraKōdo prepares and deploys both physical and digital workforce for Japan through a fully integrated, AI-powered readiness ecosystem.”



नेपाल सरकार
उद्योग, वाणिज्य तथा आपूर्ति मन्त्रालय
कम्पनी रजिष्ट्रारको कार्यालय
कम्पनी दर्ताको प्रमाण - पत्र



दर्तानं: ३७८४५०/८२/८३

श्री एक्सप्लोरा कोडो

नामको प्राइभेट लिमिटेड कम्पनी संवत् २०८२ साल कार्तिक महिना २८ गते रोज ६ मा दर्ता भएको हुनाले कम्पनी ऐन, २०६३ को दफा ५ को उपदफा (१) बमोजिम यो प्रमाण-पत्र दिइएको छ।

Government of Nepal
Ministry of Industry, Commerce & Supplies
Office of the Company Registrar

CERTIFICATE OF INCORPORATION OF COMPANY

Registration No: 378450/82/83

This Certificate of Incorporation has been issued to

M/s Xplora Kodo

Private Limited Company having incorporated it on the 14 day of November 2025, pursuant to sub-section (1) of section 5 of the Companies Act, 2006.

शर्त: कम्पनीले अनुमतिपत्र लिई कारोबार गर्नुपर्ने उद्देश्यका लागि सम्बन्धित निकायबाट ईजाजतपत्र/अनुमतिपत्र लिएर मात्र कारोबार गर्नुपर्नेछ।

Condition: For objectives that need approval/license, the registered company must receive the same from the competent authority.

प्रमाणित डिजिटल हस्ताक्षर गर्ने
नामथर : रेशम बहादुर बुढा
पद : सहायक रजिष्ट्रार
मिति : २०८२-०७-३०
कम्पनी रजिष्ट्रारको कार्यालय

जननी जन्मभूमिश्च



Corporate Details:

XploraKōdo Pvt. Ltd.

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378450/82/83

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Thank You!