Operating profit margin was 12.6%, retaining high profitability at approx. double the industry average

The profits have been revised upwards. The full-year results are expected to exceed the initial forecast by 100 million yen.
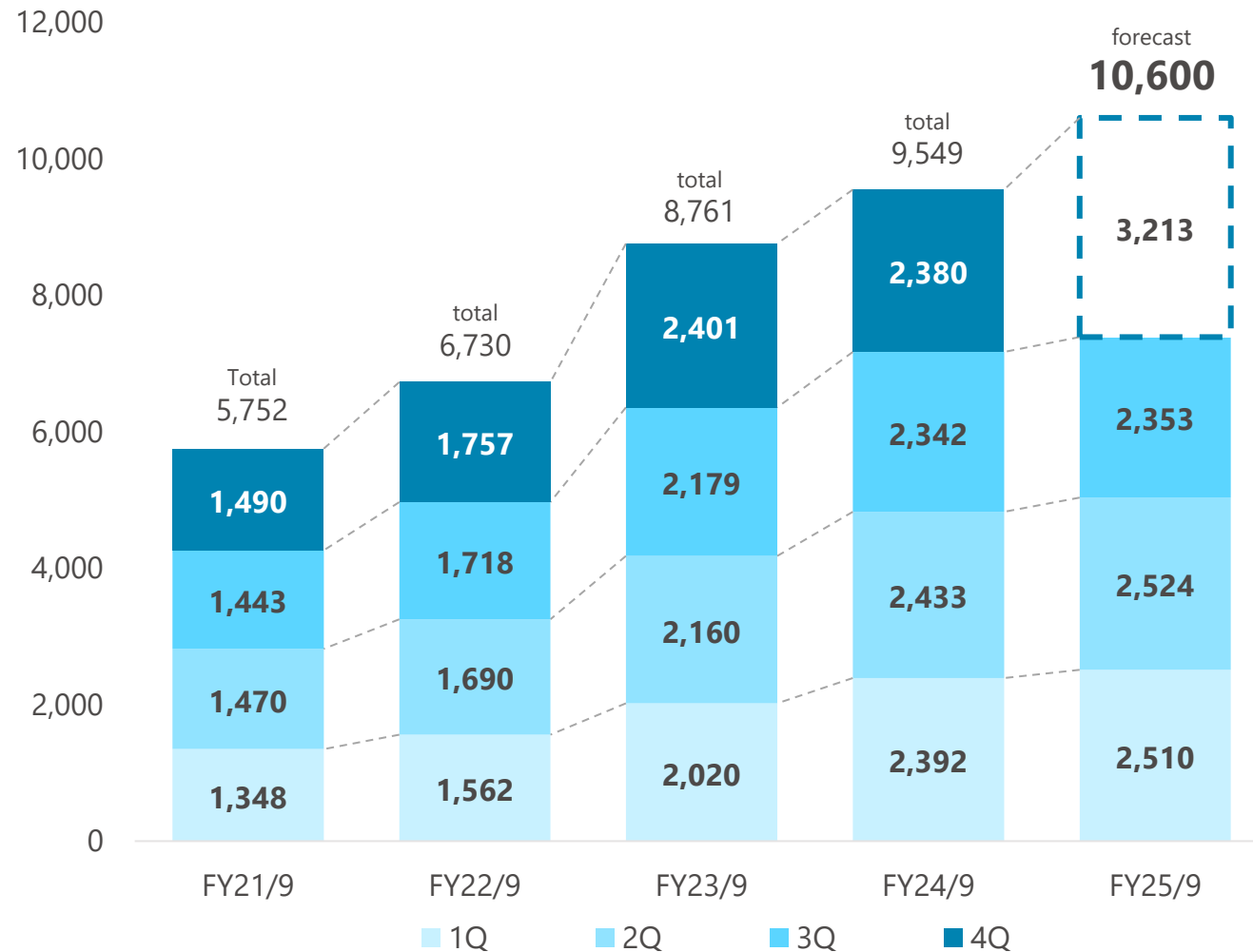
* Focus areas including AI Solutions, Migration Development, and IT Outsourcing expanded, with net sales by quarter reaching 103.0% year-on-year

* Contained the SG&A expenses ratio at a low level of 10.0% due to the effects of business improvement and productivity enhancement by utilizing AI and RPA

* Public sector projects also continued to steadily increase

* Implemented high-standard wage increases (average of 4.59% increase via raises and extension of housing allowance provision) and new graduate training for the purpose of strengthening recruitment

* Eliminated cross-shareholdings for the purpose of improving the tradable share ratio.

Net Sales	**7,387** million JPY	YoY **+3.0** %	
Operating profit	**934** million JPY	YoY **+4.3** %	Operating profit margin **12.6** %
Ordinary profit	**944** million JPY	YoY **+2.7** %	Ordinary profit margin **12.8** %

1.2 Trends/comparison by FY

[Net sales by quarter]

Unit: million JPY

	1Q	2Q	3Q	4Q	Total
FY21/9	1,348	1,470	1,443	1,490	5,752
FY22/9	1,562	1,690	1,718	1,757	6,730
FY23/9	2,020	2,160	2,179	2,401	8,761
FY24/9	2,392	2,433	2,342	2,380	9,549
FY25/9	2,510	2,524	2,353	3,213	forecast 10,600

[Ordinary profit by quarter]

Unit: million JPY

	1Q	2Q	3Q	4Q	total
FY21/9	130	170	135	145	582
FY22/9	181	193	186	164	724
FY23/9	239	346	215	332	1,135
FY24/9	349	361	208	288	1,208
FY25/9	351	391	201	457	forecast 1,400
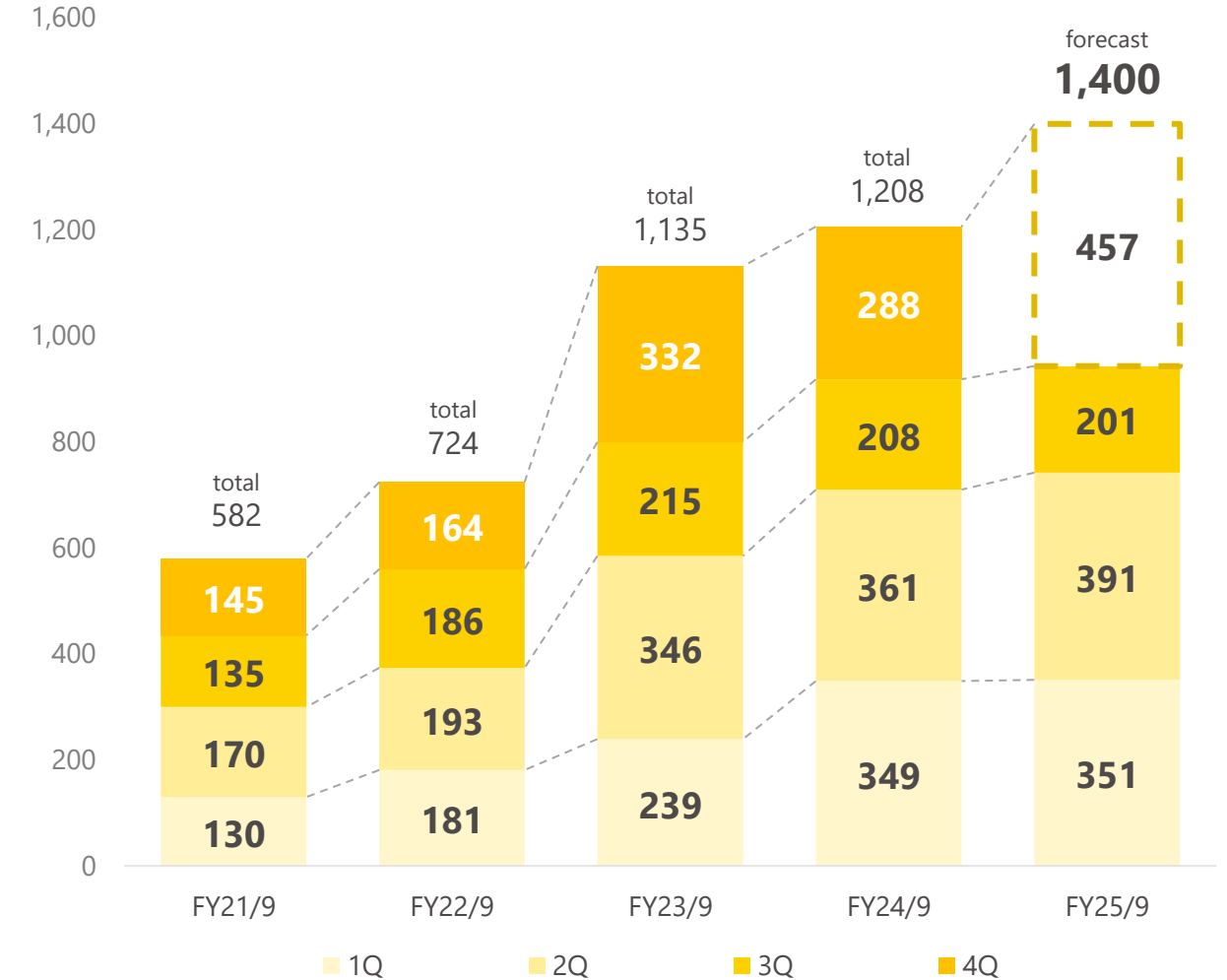
Impressive growth in Solutions, reaching 123.5% year-on-year
AI Solutions reaching 160% year-on-year

Solutions 1,375(19%)

IT Infrastructure 1,078(15%)

Sales
7,387
Unit: million JPY
(Composition ratio)

Business Systems SI
4,933(67%)

Summary of the Third quarter of 2025/9

Business Systems SI **101.0**% year-on-year
· Life insurance, distribution service, and public sector remained steady.
· Migration Development grew significantly, reaching 120% year-on-year.
· Opportunity for new orders has expanded due to active participation in projects through bidding.

IT Infrastructure **92.3**% year-on-year
· IT Outsourcing reached 113% year-on-year.
· Test management services contributed to Software Testing.
We provided solid support for the efficient execution of testing processes through the capitalization and optimization of documents required for testing, and performance in this area was strong.
· Automated testing services in association with migration contributed from 4Q onwards.

Solutions **123.5** % year-on-year
We focused on differentiation from other companies through the provision of unique solutions and services, further expanding orders. In particular, AI Solutions exhibited strong growth, reaching 160% year-on-year.
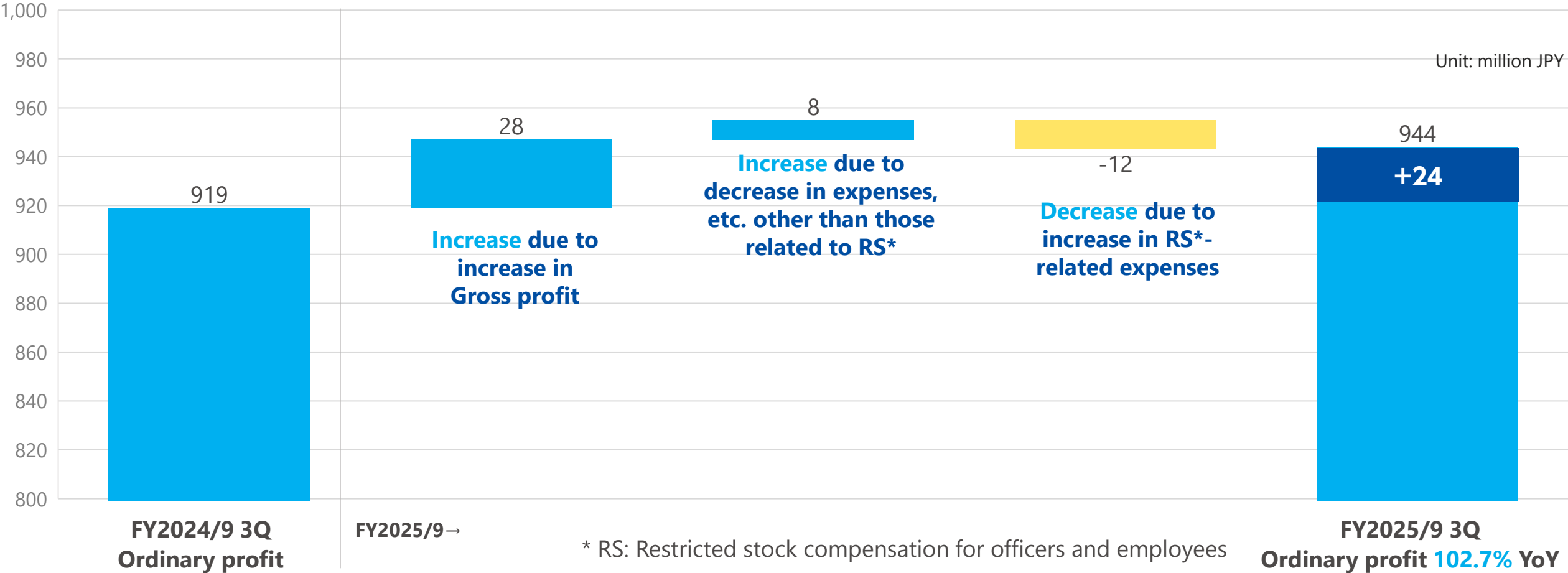· Made progress in device and license sales in association with SI orders received.
· Added new AI Solutions to lineup through collaboration with Hmcomm.
· Strengthened provision system through conclusion of PMC agreement with Concur Standard.

Try & Innovation
NeedsWell
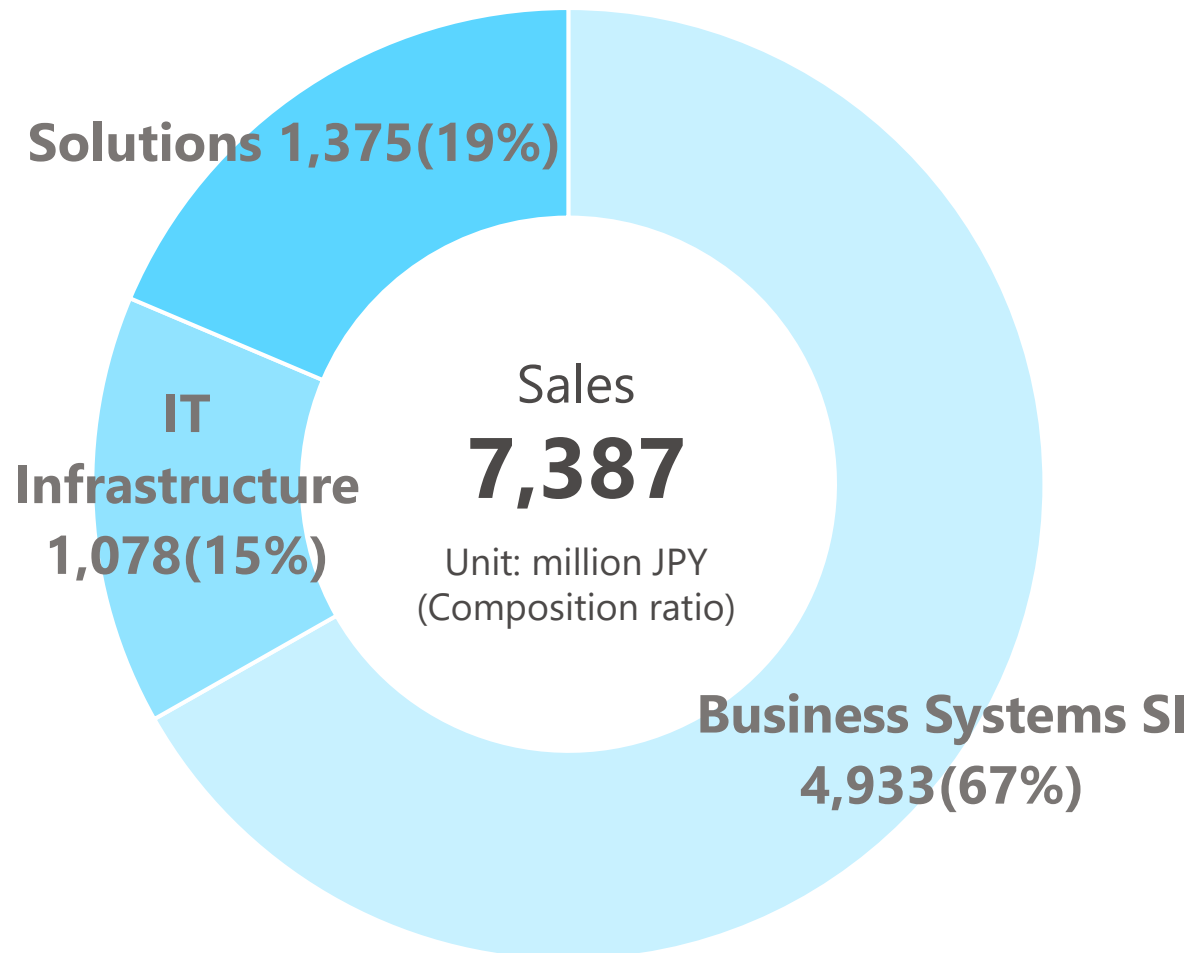
Ordinary profit reached 102.7% year-on-year

✓ Gross profit increased by 28 million JPY

✓ Although there was a seasonal increase in costs as a result of hiring new graduates, the target **SG&A expenses ratio** of 10% was achieved due to business efficiency improvement and the promotion of online sales

Unit: million JPY

919	28	8	-12	944

FY2024/9 3Q
Ordinary profit

FY2025/9→

Increase due to increase in Gross profit

Increase due to decrease in expenses, etc. other than those related to RS*

Decrease due to increase in RS*-related expenses

+24

FY2025/9 3Q
Ordinary profit 102.7% YoY

* RS: Restricted stock compensation for officers and employees

Ensured financial soundness and stability through improved profitability and efficient cost management

Unit: million JPY	FY2024/9 3Q		FY2025/9 3Q				
	Result	Net Sales	Result	Net Sales	Year-on-year	Achievement rate	Forcast
Net sales	7,168	-	7,387	-	103.0%	69.7%	10,600
Business Systems SI	4,886	68.2%	4,933	66.8%	101.0%	71.3%	6,920
IT Infrastructure	1,168	16.3%	1,078	14.6%	92.3%	62.5%	1,725
Solutions	1,114	15.5%	1,375	18.6%	123.5%	70.4%	1,955
Gross profit	1,641	22.9%	1,670	22.6%	101.7%	-	-
Amortization of goodwill	40	0.6%	40	0.5%	100.0%	-	-
Others	705	9.8%	695	9.4%	98.6%	-	-
SG&A expenses	746	10.4%	735	10.0%	98.6%	-	-
Operating profit	895	12.5%	934	12.6%	104.3%	66.7%	1,400
Non-operating profit	27	0.4%	20	0.3%	74.5%	-	-
Non-operating expenses	3	0.0%	10	0.1%	307.4%	-	-
Ordinary profit	919	12.8%	944	12.8%	102.7%	67.4%	1,400
	919	12.8%	944	12.8%	102.7%	-	-
Income taxes	254	3.6%	314	4.3%	123.3%	-	-
Net profit	662	9.2%	628	8.5%	94.9%	60.3%	1,043

* Only major items are selected and presented.

KPI achievement

Item	Numerical targets	Results
Net sales growth rate	20% or more	3.0%
Gross profit margin	25% or more	22.6%
SG&A expenses rate	10% or less	10.0%
Ordinary profit margin	10% or more	12.8%
Equity ratio	60% or more	75.4%
EPS	¥65 or more	Renewal for the full year only
PER	30 times or more	Renewal for the full year only
ROE	20% or more	Renewal for the full year only
ROIC	20% or more	Renewal for the full year only

Supported sustained growth with a solid financial foundation (equity ratio : 75.4%)

*Selection of significant entries only Unit: million JPY	FY2024/9 Result	FY2025/9 3Q Result	Year-on-year
Assets			
Cash and deposits	2,095	2,592	496
Accounts receivable - trade and contract assets	1,889	1,831	-58
Prepaid expenses	59	76	17
Others	8	6	-1
Total current assets	4,052	4,506	454
Buildings, net	42	39	-2
Software	43	38	-4
Software in progress	3	13	9
goodwill	316	275	-40
Customer-related assets	352	325	-27
Investment securities	418	530	111
Defferred tax assets	98	64	-34
Leasehold and guarantee deposits	143	138	-5
Insurance funds	76	76	0
Other	104	79	-24
Total non-current assets	1,600	1,581	-18
Total assets	5,653	6,088	435

*Selection of significant entries only Unit: million JPY	FY2024/9 Result	FY2025/9 3Q Result	Year-on-year
Liabilities			
Accounts payable - trade	351	388	37
loans	7	7	0
Accounts payable - others	160	178	18
Accrued corporate tax, etc.	232	150	-81
Accrued consumption taxes	130	110	-20
Deposits received	46	53	6
Provision for bonuses	298	151	-147
Others	27	292	264
Total current liabilities	1,255	1,333	77
loans	30	25	-5
Long-term deferred tax liabilities	122	112	-9
other	14	16	1
Total non-current liabilities	167	153	-13
Total liabilities	1,422	1,486	63
Equity			
Share capital	908	908	0
Legal capital surplus	794	796	2
Retained earnings brought forward	3,212	3,499	287
Treasury shares	-803	-798	4
Valuation difference on available-for-sale securities	108	185	77
Non-controlling interests	10	10	0
Total net assets	4,230	4,602	371
Total liabilities and net assets	5,653	6,088	435

Launched Value Creation 700, aiming to reach a stock price of 700 JPY by FY26/9

Accelerated business growth in focus areas through Operation 6.600
Engaged in new endeavor of **Value Creation 700**, aiming to reach a stock price of 700 JPY by FY26/9

Enhancement of returns for shareholders

* Improved the payout ratio policy from "35% or more" to "45% or more"
  Revised the forecast of the fiscal year-end dividend to 12 JPY per share by increasing the regular
  dividend by 3 JPY at the end of FY25/9

* Introduced shareholder benefit program (twice per year)
  Record date: March 31, September 30
  Eligible shareholders: Shareholders with a holding of 1,000 shares (10 units) or more
  Benefits: QUO cards worth 15,000 yen for each record date

Growth in focus areas

* AI Solutions Business: 3Q net sales increased by 60% year-on-year

* IT Outsourcing Business: 3Q net sales increased by 13% year-on-year

* Migration Development Business: 3Q net sales increased by 20% year-on-year

FY2026 targets: Net sales of 13.0 billion JPY, ordinary profit of 1.7 billion JPY, and net sales CAGR (compound annual growth rate) of 14%
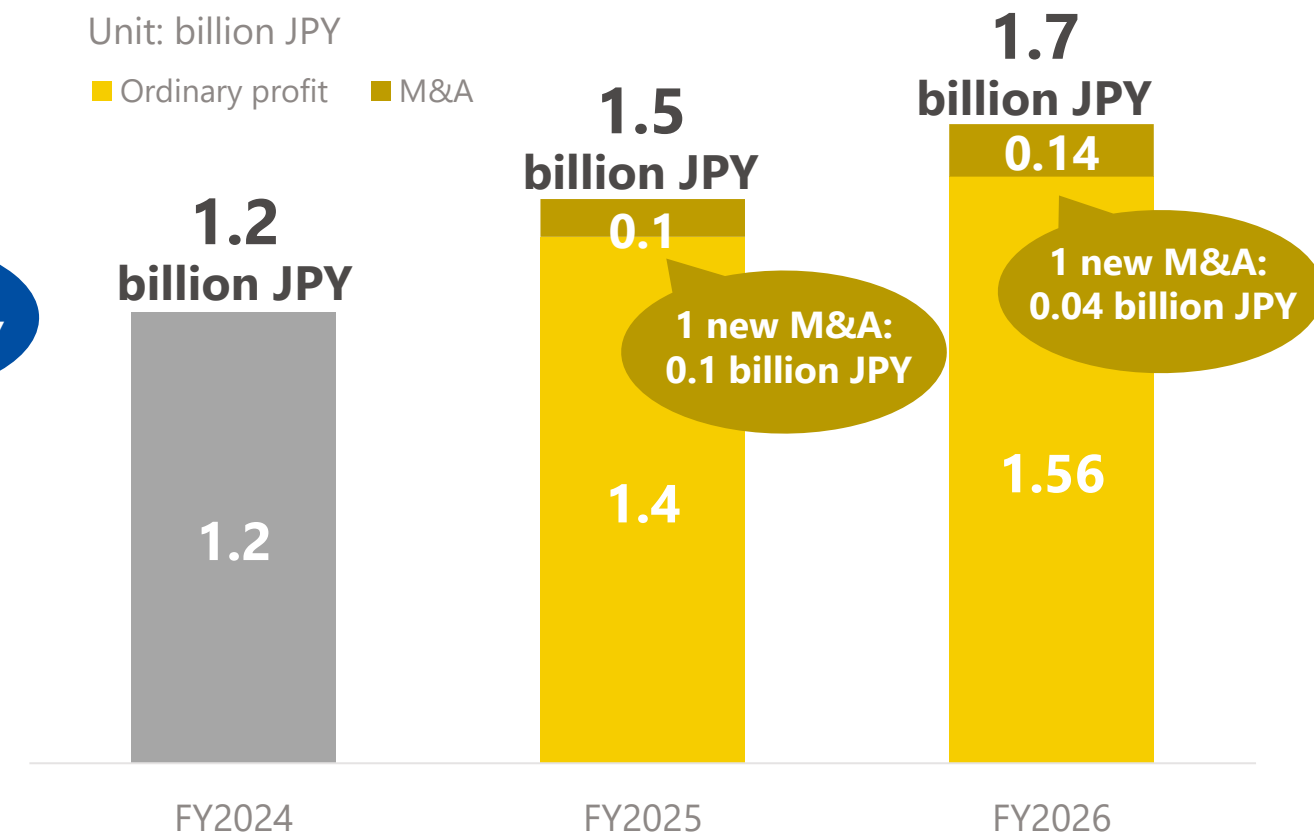
[Net sales by FY]
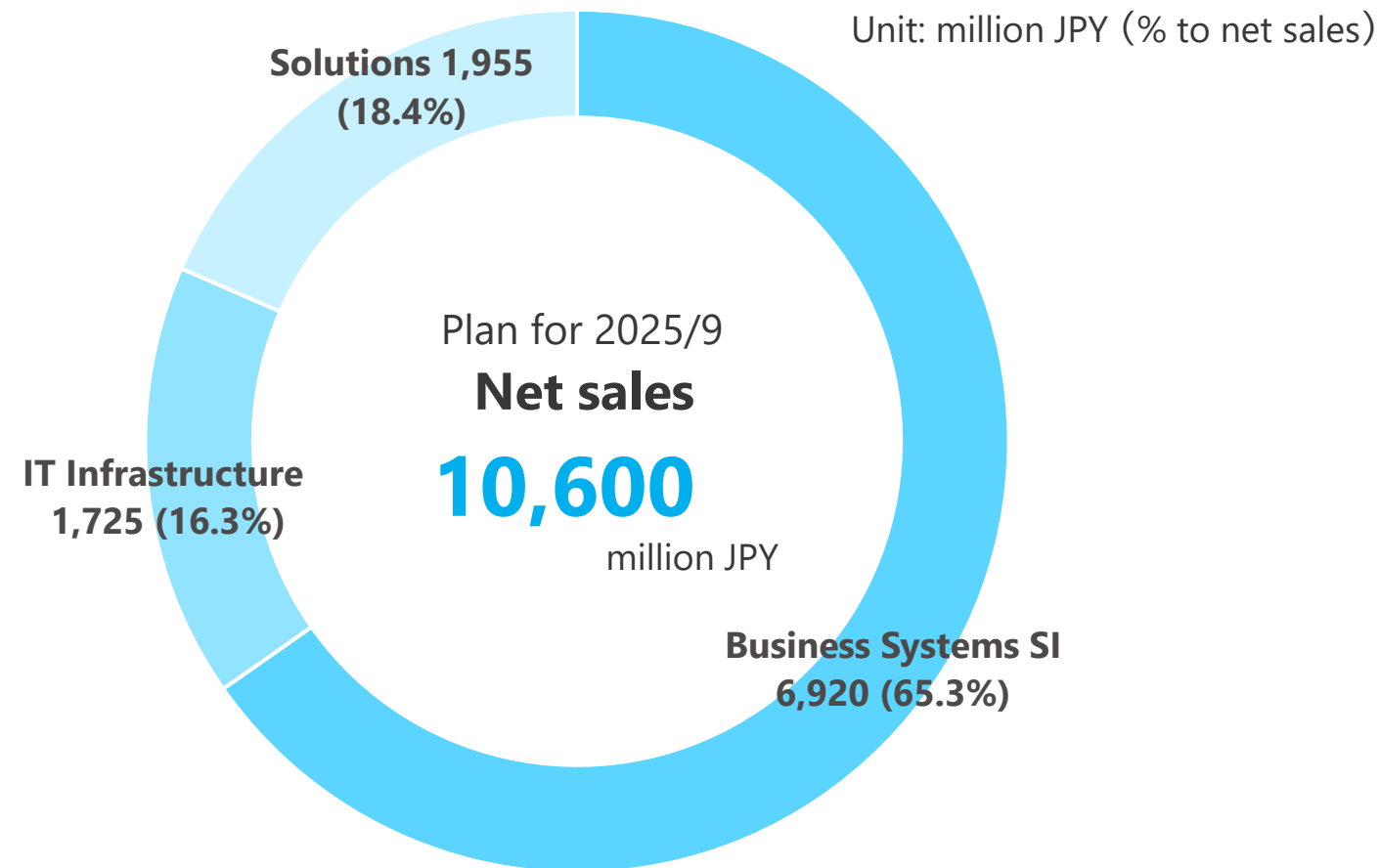
Unit: billion JPY

- ■ Existing Businesses
- ■ M&A

FY	Existing Businesses	M&A	Total
FY2024	9.5		9.5 billion JPY
FY2025	10.6	0.9	11.5 billion JPY
FY2026	11.6	1.4	13.0 billion JPY

1 new M&A: 0.9 billion JPY

1 new M&A: 0.4 billion JPY
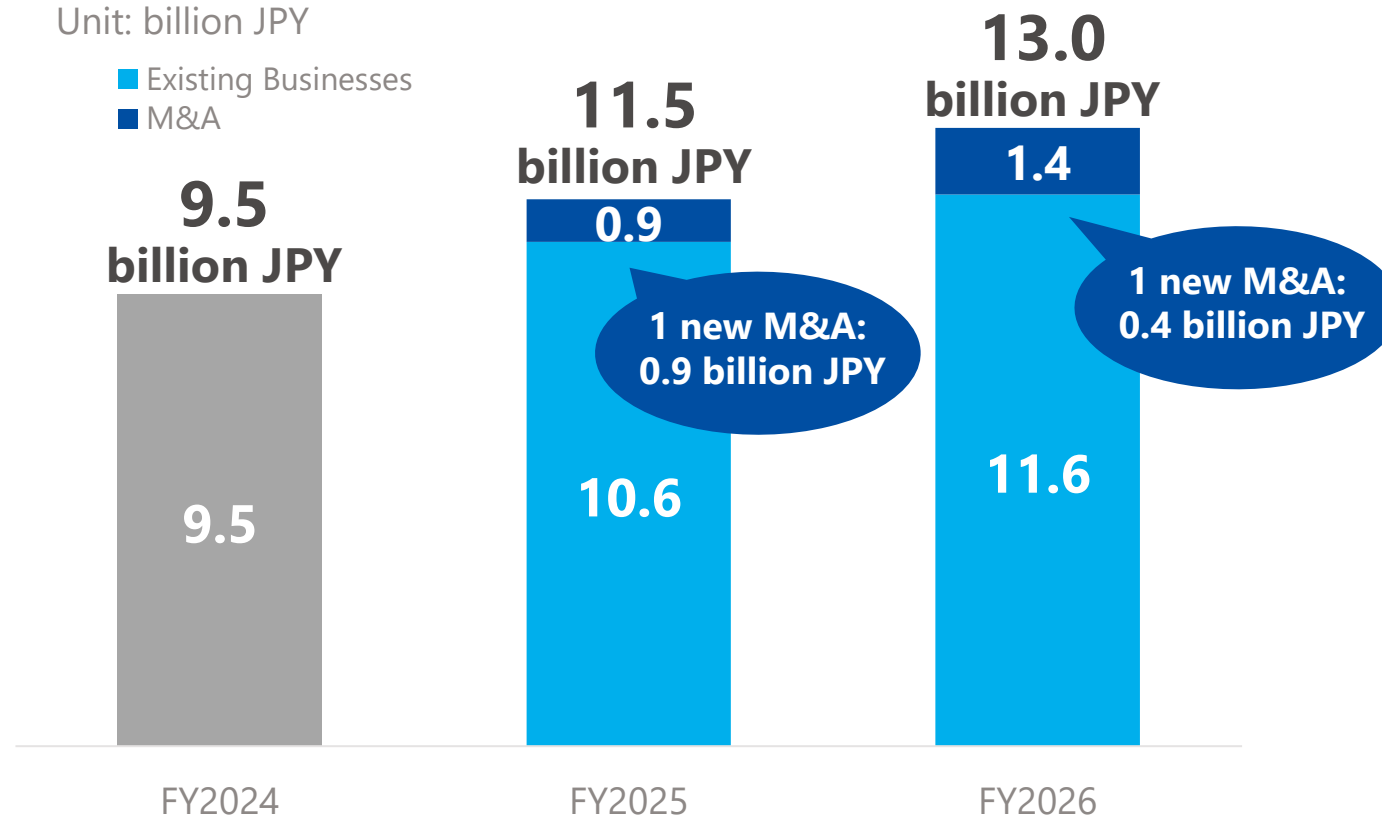
[Ordinary profit by FY]

Unit: billion JPY

- ■ Ordinary profit
- ■ M&A

FY	Ordinary profit	M&A	Total
FY2024	1.2		1.2 billion JPY
FY2025	1.4	0.1	1.5 billion JPY
FY2026	1.56	0.14	1.7 billion JPY

1 new M&A: 0.1 billion JPY

1 new M&A: 0.04 billion JPY

Continue to focus on Business Systems SI as our core business, and expand high-demand, revenue-generating IT Infrastructure and Solutions further
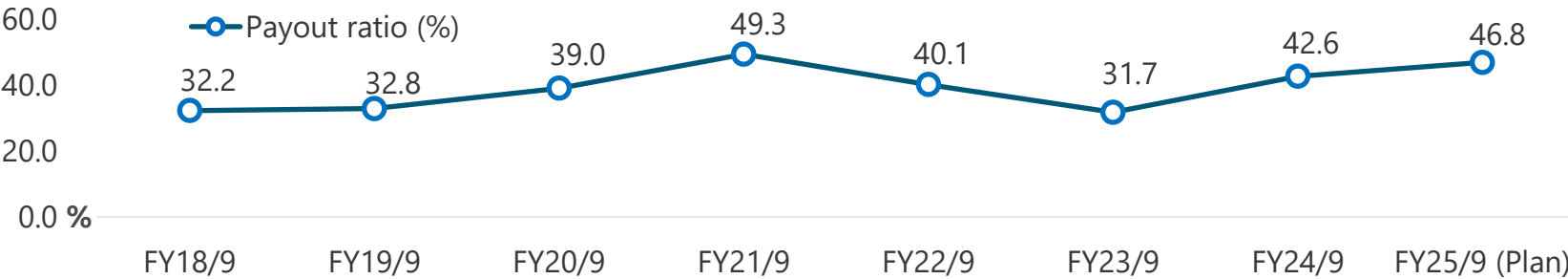
Unit: million JPY（% to net sales）

Solutions 1,955 (18.4%)

IT Infrastructure 1,725 (16.3%)

Plan for 2025/9
Net sales
10,600
million JPY

Business Systems SI
6,920 (65.3%)

* New M&As not included in net sales.

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In addition to increasing the dividend for FY25/9 by 3 JPY, we introduced a new program for shareholder benefits worth 30,000 JPY per year.

Payout ratio trend

Payout ratio (%)

32.2	32.8	39.0	49.3	40.1	31.7	42.6	46.8
FY18/9	FY19/9	FY20/9	FY21/9	FY22/9	FY23/9	FY24/9	FY25/9 (Plan)

* Total return ratio (%) = (Payments for dividends + Payments for treasury share purchase) / Profit
* Due to treasury share purchase in 2022 and 2023, the total return ratios for 2022 , 2023 and 2024 were 79.6% , 90.5% and 66.8%, respectively.

Dividend trend

- Regular dividend (JPY)
- 35th anniversary commemorative dividend (JPY)

FY18/9	FY19/9	FY20/9	FY21/9	FY22/9	FY23/9	FY24/9	FY25/9 (Plan)
3.13	3.38	4.00	4.50 (+1.25)	5.00	6.75	9.00	12.00
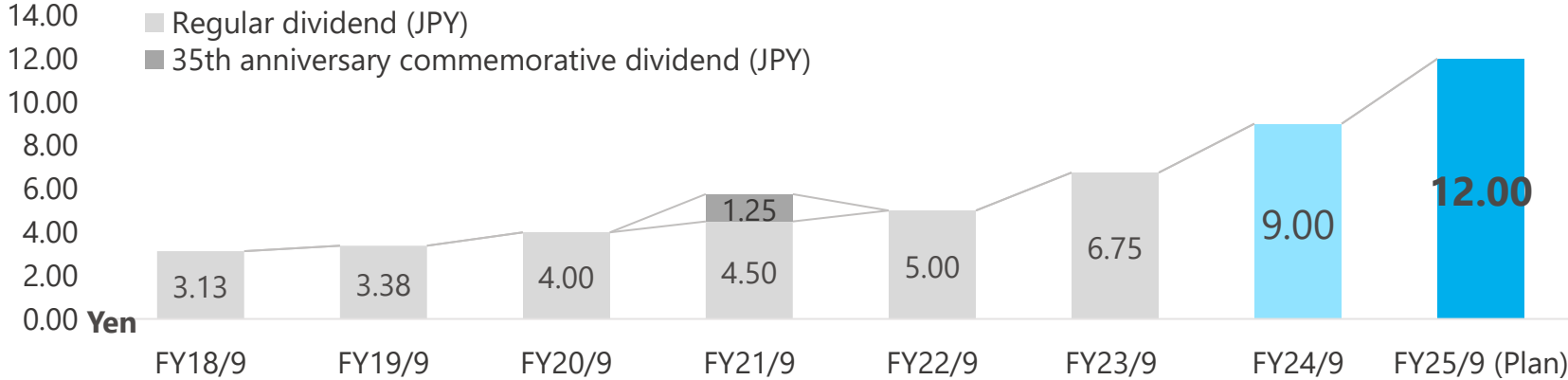
* The Company paid a commemorative dividend in commemoration of the Company's 35th anniversary for the fiscal year 2021/9.
* Needs Well conducted stock splits on April 1, 2018, January 1, 2019, June 1, 2023 and June 1 2024 at a ratio of 2 shares per share. Past annual dividends per share have been retrospectively adjusted based on these stock splits.

shareholder benefit program

(1) Record dateThe initial record date will be September 30, 2025, and thereafter the record date will be March 31 and September 30 ofeach year.

(2) Eligible shareholdersEligible shareholders are those who are listed or recorded in the shareholder register of the Company onthe record date with a holding of 1,000 shares (10 units) or more.

(3) BenefitsQUO cards will be awarded as follows:
Number of shares held Benefits1,000 shares (10 units) or more QUO cards worth 15,000 yen

* Comprehensive yield if 1,000 shares are held for one year from September 30, 2025

Stock price on purchase (JPY)	400	500
Comprehensive yield (%)	10.5	8.4

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NeedsWell

■ Management philosophy

Contributing Broadly to the Economy and Society

Enhance corporate value
Enhance business value: Achieving performance and business targets
Enhance social value: Achieving sustainable management

■ Management policy

Constantly evolving, Needs Well continues to contribute broadly to the economy and society with the slogan "Try & Innovation."

■ Medium-term basic policy

Transition to a true system integrator

■ Medium-term management policy

Improving profitability and reducing overtime work through increased productivity
Achieving high salaries and bonuses, as well as work-life balance

FY2025/9

Expand Business Systems SI

Expand IT Infrastructure

Expand Solutions Businesses

Expand AI Business

Expand Migration Business

Expand IT Outsourcing , Software Testing

Expand Logistics Businesses

Focus areas

Particular focus on
"Value Creation 700,"
a corporate value enhancement project

4.2.1　Outline of focus areas

Focus areas	Details of collaboration
Solutions	**Concur Standard** · Concur Standard available under the Needs Well brand with the conclusion of a Partner Managed Cloud (PMC) agreement. · Strengthens sales expansion for SMEs, the target market for Concur Standard. **WalkMe** · Accompanying guidance display to optimize UI/UX. Collaboration on promotion of manual-free trend.
AI	**As Prophetter** · Unmatched superiority provided by Hmcomm's sound X AI technology and Needs Well's data analysis and data cleansing technology. · Monitors for various sounds produced by devices, equipment, and living creatures to detect abnormalities and provide predictive detection in the wide and diverse range of fields covered by the industrial sector, including manufacturing, energy, and agriculture. Improves operating rates, ensures safety, and enhances efficiency of inspection procedures.
IT Outsourcing	**BPO+Invoice PA+expense reimbursement system** · Integrated solution to promote faster and more efficient low-code development. · Supports customers DX and productivity enhancement by establishing quick-delivery, high-quality, and low-cost systems. **DXPA** · IT outsourcing for taking on digitization. · Supports digitization of paper documents for government agencies, local public entities, and other bodies in the public sector through BPO solutions+smartOCR+data integration. **Citrix Virtualization solution** · Entered into a master partner agreement with CXJ, a subsidiary of Ascentech. 　Provides the Citrix virtualization solution as an authorized sales partner, utilizing the high-quality Citrix products handled by CXJ. · Demand for virtualization technology is expanding from the perspectives of ensuring security and availability, access to efficient and stable operations that are highly flexible, and reducing total cost, etc.
Migration	**Test automation** · Automates comparison testing between current and new versions prior to full operation of new systems. · Automates comparison testing between current and new versions and test execution in association with migration. **WebPerformer/WebPerformer-NX+N-Navi+developmentcapacity** · Integrated solution to promote faster and more efficient low-code development. · Supports customers efforts for DX and productivity enhancement by establishing quick-delivery, high-quality, and low-cost systems.

4.2.2 Focus area [Expand Solutions Business] 1

Clarify the purposes and guidelines of solutions business and aim to expand business

Purpose

- Enhance corporate value
- Improve capability to receive orders
- Improve profitability / "Transition from increasing unit price to increasing value"

Policy

- Create solutions together with customers, instead of research and development
- Focus on services and improve quality of services
- Offer high added value to customers
- Utilize services internally before offering to customers
- Ongoing support by offering subscriptions

Solution area	Details of solution
Information security	Virtualization solution | Symantec | VOTIRO | Resalio Lynx | Remote PC Array | okta | MobiControl | eset
Operational efficiency	**SAP Concur** └ N-Bridge Series | Speed AS | Invoice PA | InvoicePA+ | CoNeCt | imPac | Corpo Card | N-Navi | BI Startup **Boost sales of Concur Standard through PMC agreement with Concur. Contributed to performance from 4Q onwards** **WalkMe** └ UI/UX-Navi **Strengthen collaboration with WalkMe. Contributed to performance from 4Q onwards** **Other** IT Re-engineering | WinActor | DXPA | Dgent | SharePoint Utilization Services | ManaSupport | BP-Collabo | Smartphone Rental Service | 11MGN
Finance	2025 Solutions | CXone | Robotic Call | WELCOME
AI	Refer to next section.
Development tools	WebPerformer | WebPerformer-NX

Expand AI Business by enhancing solution lineup

● AI Solutions

Work AI — Assists DX across various industries

As Prophetter *abnormal sound detection* — AI analysis and identification of abnormal sounds to detect abnormalities and provide predictive detection.
Launched in July 2025

Es Prophetter *estimate* — AI automation of rough estimation of parts and materials

Vi Prophetter *visual inspection* — Detection of normality and abnormality of objects acquired by camera using image recognition AI (deep learning).

Qc Prophetter *quality control* — Detection of normality and abnormality of objects acquired by camera using image recognition AI (deep learning).

Ad Prophetter *anomaly detection* — Predictive AI is used to predict various abnormalities and prevent breakdowns and failures before they occur.

● Generative AI Solutions

FSGen — Build AI for automatically generating financial statements

QualiBot — AI for automatically diagnosing qualifications and feasibility of proposals for projects through bidding

PRGen — Reduces time spent on document creation with generative AI

Physician Scheduling — Automatically generates optimized shift schedules with consideration for balance in physician working hours and appropriate staffing
Under development

AI Solution for Chronic Pain Treatment — Requirements definition for treatment programs, including chronic pain prevention, patient education for those afflicted with chronic pain, and cognitive behavioral therapy
Under development

● AI chatbot Solutions

Chat Document | **社内FAQ** | **株主QA**

Efficient quality testing services in association with migration, **providing consistent support from migration to testing**

The demand for migration has been increasing more than ever due to various factors such as the withdrawal of domestic manufacturers from general-purpose computers, the migration of legacy systems to new platforms, and a shortage of skilled personnel and technicians in current systems.

●**Reduction of system verification costs in association with migration through automated testing services**

Support for wide range of migration, including legacy migration and modernization
・Aggregate engineers specialized in migration development 　→Expand technical know-how and scope of services ・Aggregate development know-how at **Nagasaki Development Center**

Enhancement of quality testing services
・Conduct reliable, high-quality testing ・Build efficient testing system using **test management services** and the Nagasaki Development Center ・Collaborate with RGS Information System to provide **test automation services** and contribute to cost reduction

IT Outsourcing
Support for business efficiency improvement and establishment of a long-term framework to meet the demand caused by talent shortages in corporate DX

As the demand for DX and business improvement increases year by year, more companies are facing challenges in controlling all aspects of IT internally. We offer proposals that adapt flexibly to measures against personnel shortages and contract arrangements of each company, providing comprehensive management, operation, and support.

Details of support

| Operational design and monitoring	Taking on operations	Managed services
Leverage know-how cultivated over many years of operation to establish a stable and secure DX conversion and operational framework.	Take on system operations, such as restoration, backup, and vulnerability management. IT outsourcing for taking on digitization of paper documents for government agencies, local public entities, and other bodies in the public sector with **DX support** by DXPA.	Take on everything from migration, design, and construction to maintenance and operation, achieving high quality and on-going cost reduction through technical capabilities cultivated over the years.

4.3　Revenue expansion and targets

Expand stock sales: increasing to 70% by 2025

・Ensure stable revenue through the expansion of stock sales, leveraging our development know-how.
・Maintain and expand ongoing transactions with customers we have cultivated over time.

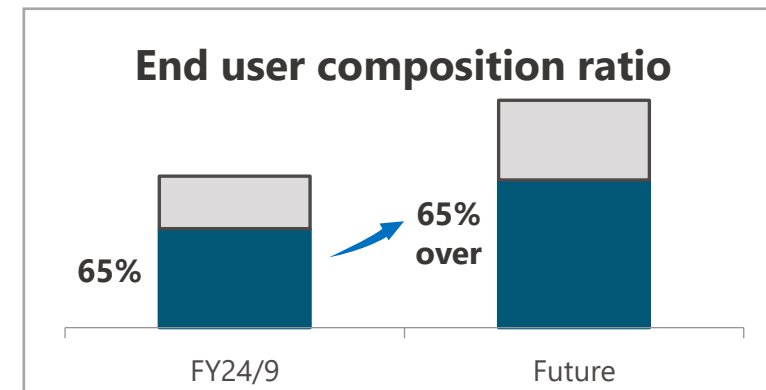Stock sales: System maintenance and operation for at least two years, subscription-based solutions, etc.
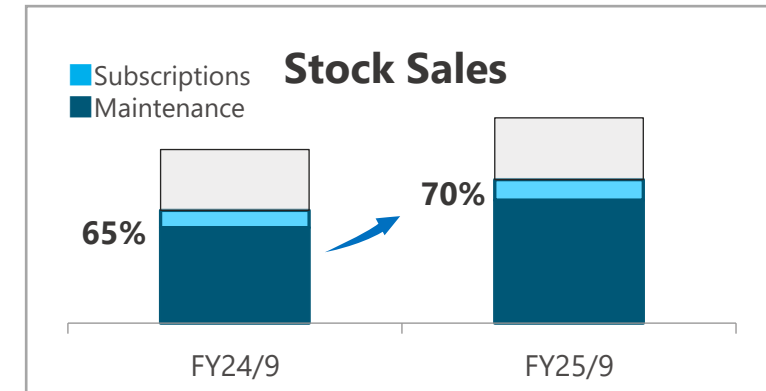
Promote online sales activities: aiming for at least 30% of net sales

・Reached out to new target groups through successful implementation of measures such as seminars, exhibitions, website, and press releases.
Inquiries from end users through online tools increased.
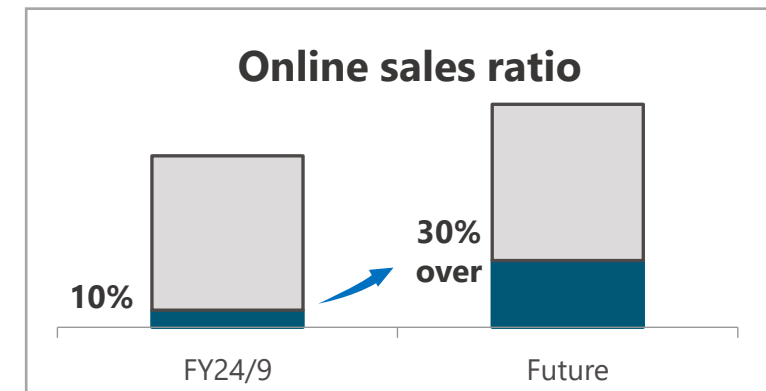
Increase direct sales to end users: maintaining and expanding over 65% of net sales

・Focus on continuing to work with existing customers, expanding the scale of projects in relevant sectors, and cultivating new sectors of expertise.
・Cultivate new users by targeting companies in the same or similar industries as existing users.
・Focus on the Solutions Business, which accounts for a high percentage of sales to end users.

■Subscriptions
■Maintenance

Stock Sales

65% → 70%

FY24/9　　　FY25/9

Online sales ratio

10% → 30% over

FY24/9　　　Future

End user composition ratio

65% → 65% over

FY24/9　　　Future

5.1 Company profile

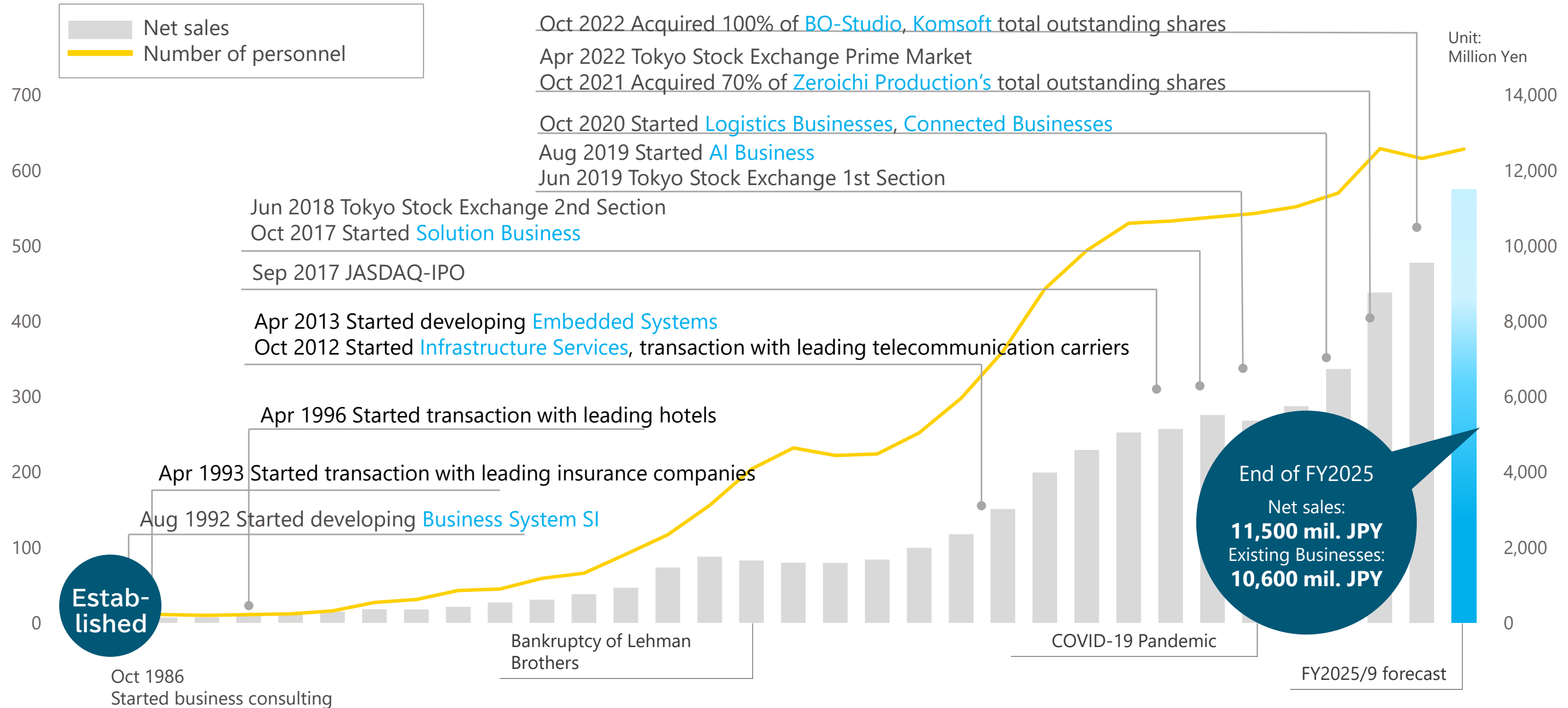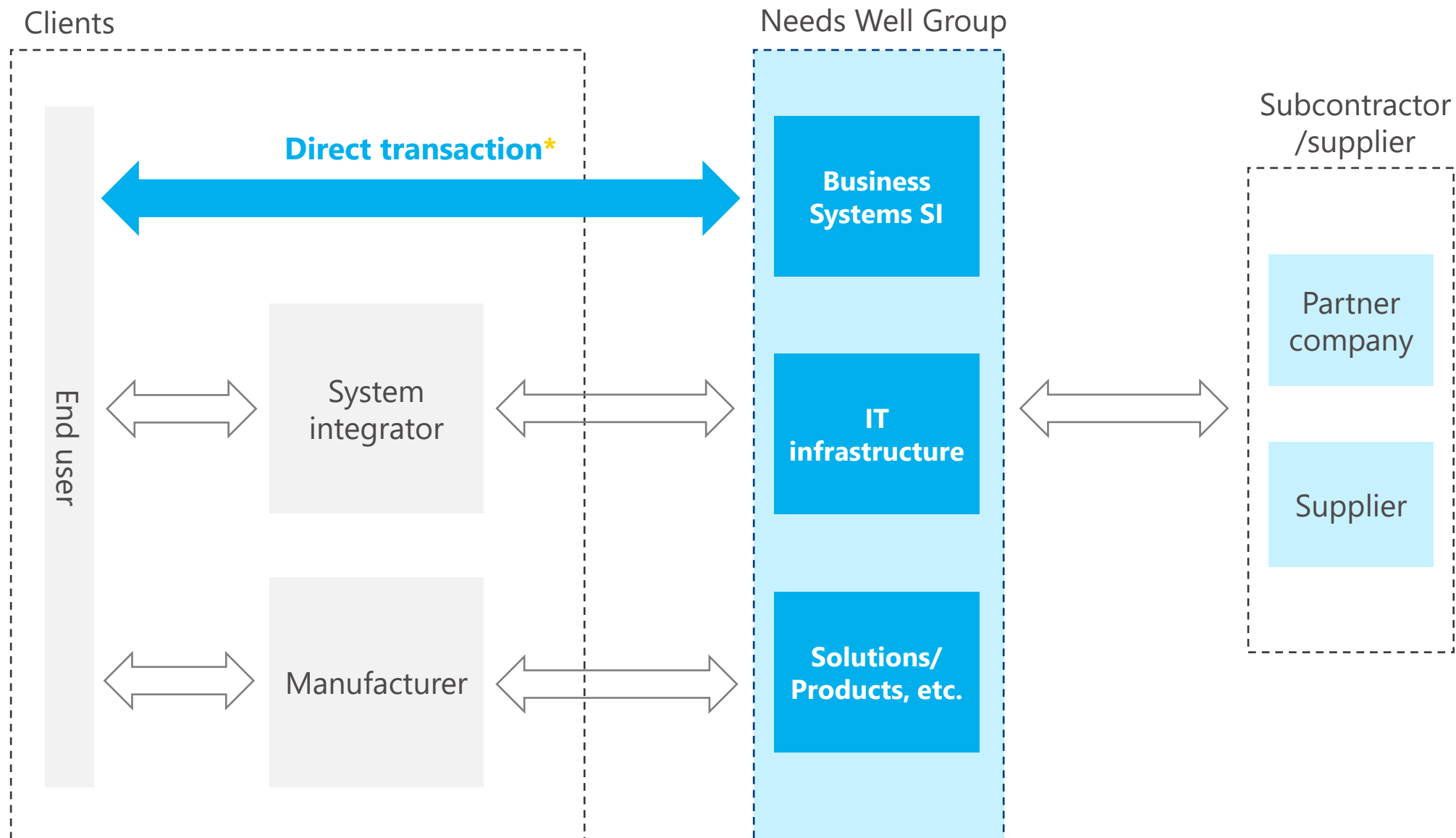|			
Company Name	Needs Well Inc.	**Representative**	President and CEO **Hajime Matsuoka**
Established	October 1, 1986	**Stock Listing**	Tokyo Stock Exchange, Prime Market (3992)
Paid-in Capital	908 million JPY	**Net sales** As of September 30,2024	9,549 million JPY(Consolidated)
Number of Employees As of September 30,2024	616 (Consolidated)	**Fiscal year end**	September
Head Office	13F, New Otani Garden Court, 4-1 Kioi-cho, Chiyoda-ku, Tokyo, 102-0094 Japan TEL: +81-3-6265-6763 FAX: +81-3-6265-6764 URL: https://www.needswell.com		
Office	- Nagata-cho Office : 2F, Sumitomo Fudosan Nagatacho Building, 2-17-3 Nagata-cho, Chiyoda-ku, Tokyo, 100-0014 Japan - Nagasaki Office: 6F, Meijiyasudaseimei Nagasakikozenmachi building, 2-21 Kozen-machi, Nagasaki-shi, Nagasaki, 850-0032 Japan		
Group structure	■ Consolidated subsidiaries **Zeroichi Production** Co., Ltd. (Head Office: Nasushiobara-shi) **BO STUDIO** Inc. (Head Office: Shibuya-ku, Tokyo) **KOMSOFT** Inc. (Head Office: Chiyoda-ku, Tokyo)		

5.2 Business fields

Needs Well provides
total IT services through three
services focused on
Business Systems SI for finance.

Net sales
Number of personnel

Oct 2022 Acquired 100% of BO-Studio, Komsoft total outstanding shares
Apr 2022 Tokyo Stock Exchange Prime Market
Oct 2021 Acquired 70% of Zeroichi Production's total outstanding shares

Oct 2020 Started Logistics Businesses, Connected Businesses
Aug 2019 Started AI Business
Jun 2019 Tokyo Stock Exchange 1st Section

Jun 2018 Tokyo Stock Exchange 2nd Section
Oct 2017 Started Solution Business

Sep 2017 JASDAQ-IPO

Apr 2013 Started developing Embedded Systems
Oct 2012 Started Infrastructure Services, transaction with leading telecommunication carriers

Apr 1996 Started transaction with leading hotels

Apr 1993 Started transaction with leading insurance companies

Aug 1992 Started developing Business System SI

Established

Unit:
Million Yen

End of FY2025
Net sales:
11,500 mil. JPY
Existing Businesses:
10,600 mil. JPY

Oct 1986
Started business consulting

Bankruptcy of Lehman Brothers

COVID-19 Pandemic

FY2025/9 forecast

Financial Results for the Third Quarter of Fiscal Year 2025

5.4 Business system diagram

Clients

Needs Well Group

Subcontractor /supplier

Direct transaction*

Business Systems SI

IT infrastructure

Solutions/ Products, etc.

End user

System integrator

Manufacturer

Partner company

Supplier

* High level of **direct transactions with end users** (**approx. 65%** of all sales)

Our
three strengths

Capacity for financial system development

Financial sector accounts for 50% of net sales in main service line, Business Systems SI.

Particularly advanced in life insurance and accident insurance sectors.

Strong performance record in developing systems for banks, credit cards, and securities.

Proficiency in direct sales to end users

High level of direct transactions with end users such as life insurance companies, leading hotels, telecommunications carriers, etc., composing over 65% of sales.

Ability to provide solutions / AI

Provides solution services optimized for each customer's business objectives through DX, Generative AI, RPA,etc.

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Continue recruiting new graduates with a target of 10% of the total number of employees and focus on their development

Strengthen partnerships with the goal of increasing the core ratio to 70% in the future

As of the end of March 2025

Employees: 60%

Partner ratio: 40%

New graduate recruitment
10%

Core ratio
53%
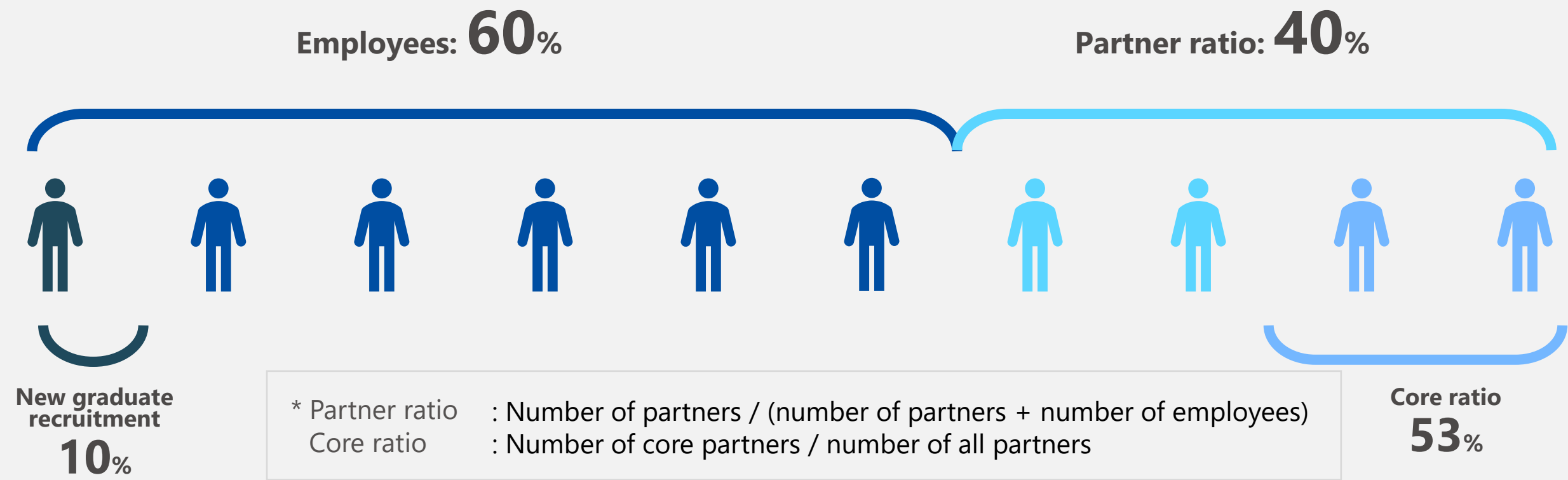
* Partner ratio : Number of partners / (number of partners + number of employees)
  Core ratio   : Number of core partners / number of all partners

Promotion of "work style reform" and elimination of "labor shortages"
Rich lineup supporting business efficiency improvement

●Warehouse management system

●Assistance in digitization with ERP linkage

●Support for introducing accompanying style guidance

●System UI/UX Revamp

●Digitization of paper documents and generative AI utilization support

●File server utilization support

●Profit and loss estimate simulation

●Improvement in procurement operations

●Operational improvement by utilizing smartphones

●Transition to Windows 11

●IT outsourcing for taking on digitization

SAP Concur Linkage solutions

●Core system linkage

●Speedy introduction in three months at the fastest

●Automated registration of invoices with AI

●Accounting linkage for Standard

●Introduction package for Standard

●Higher efficiency of linkage with corporate credit cards

●Accompanying style guidance for Concur

●Expense analysis using BI

5.8.1 Initiatives directly linked to business

Aim for sustainable management through business strategies that incorporate the perspectives of SDGs, ESG, and CSR

Nearshore Development Promotion: Nagasaki Development Center to maintain 100 employees

Promote development by committing to QCD (quality, cost, and delivery) through remote development system that utilizes nearshore bases.

Aim to maintain 100 employees at the Nagasaki Development Center and contribute to prosperous urban development through the development of an industrial foundation, technological innovation, and creating employment opportunities by utilizing highly competent local human resources.

Certified as the first registered business operator of the Nagasaki Prefecture SDGs Registration System.

Participated in the "SDGs Public-Private Partnership Platform for Regional Revitalization" established by the Cabinet Office.

Participated in the Cabinet Office's "Public-Private Partnership Platform for Regional Revitalization SDGs"

Development of new solutions to assist DX

Dgent, a service that supports document digitization and the effective use of generative AI, can automate the process of digitizing large volumes of paper documents and help build generative AI applications that use digitized documents to streamline operations. Promote the DX of education and assist companies and organizations in using AI to reduce their workload.

Develop and launch new solutions through industry-academia collaboration to use generative AI and other tools effectively.

Collaboration with partner companies

Promote partnerships with contractors and suppliers and aim to establish a structure for continuing to develop together over a long period of time.

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Work style reform & personnel development

・ Introduction of a double job system, internal FA system, return-to-work support system, and comeback system to find suitable jobs and enhance motivation

・ Introduction of a student loan assistance program, social contribution program, and restricted stock compensation for officers and employees

・ On-the-job training and mentor system to draw out skills and motivation

・ Promote a healthy work-life balance by incentive dates for paid leave, Premium Friday (leaving work early on the last Friday of the month), reducing overtime work, etc.

・ Expand selection of employees eligible for remote work

・ Internal training programs

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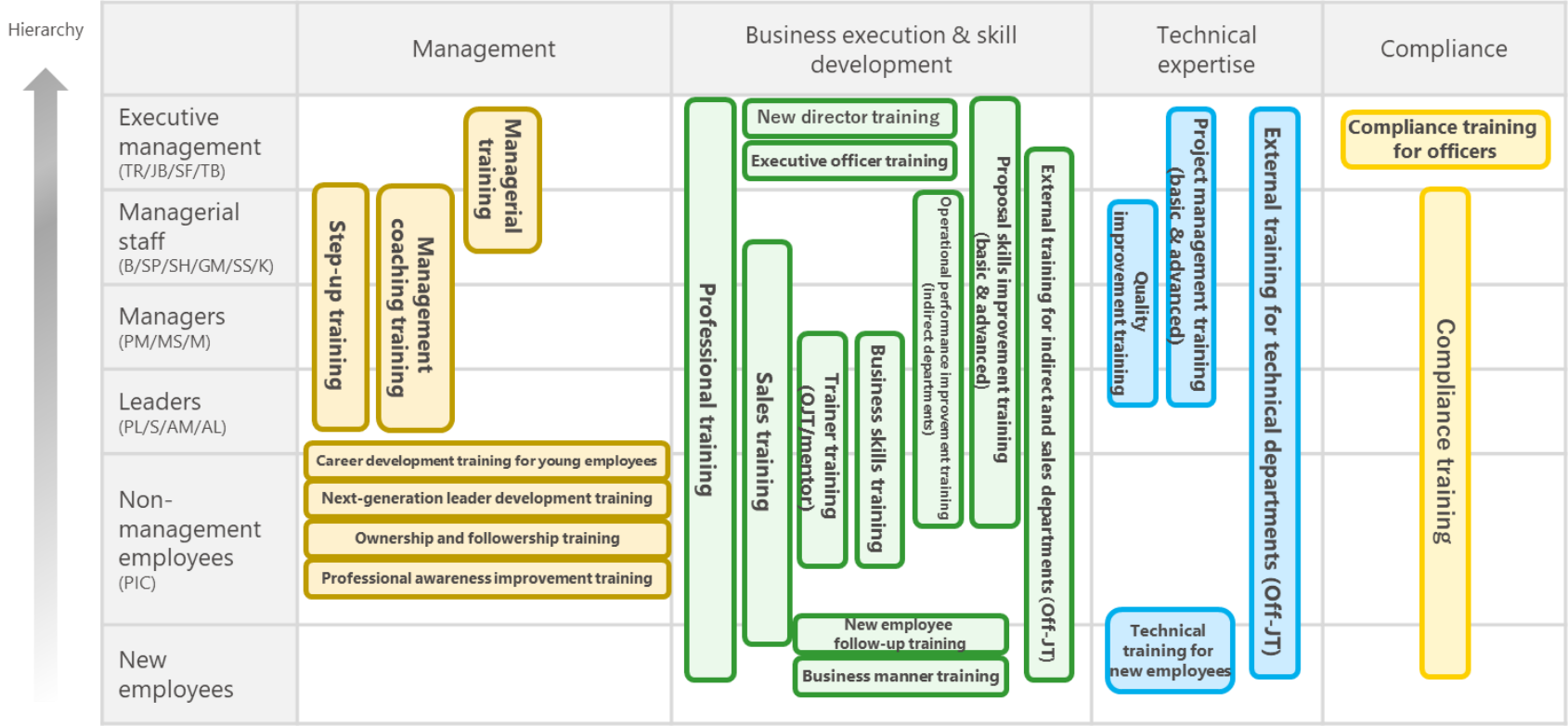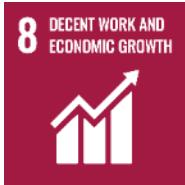
Increase ratio of female employees and managers

- Increase the ratio of female employees by promoting meritocracy and gender equality
- Target female manager ratio: 30%, target female employee ratio: 30%

5 GENDER EQUALITY   **10 REDUCED INEQUALITIES**

AI education for students

- Arrange AI programming experiences and 5 day/3 weeks internships for students
- In order to promote IT education, form a team from Needs Well's AI-related groups and the General Affairs Department for planning a program that can help students realize the attractiveness of AI

4 QUALITY EDUCATION

Donate to assistance programs for repaying student loans

- Contribute to projects by Nagasaki Prefecture for assisting young adults in the repayment of their student loans Develop leaders who will establish themselves and play central roles in the local community

4 QUALITY EDUCATION

Support for V-Varen Nagasaki of the Soccer J League

- Concluded a sponsorship agreement to support the promotion of sports culture and revitalization of the local community

3 GOOD HEALTH AND WELL-BEING

Please view the following link for other initiatives and more information:
https://www.needswell.com/ir/sdgs

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