Tokyo Stock Exchange Prime Market: Securities Code 3992

Needs Well Inc.

Financial Results for the Fiscal Year 2025
(October 1, 2024 – September 30, 2025)

November 11, 2025

Try & Innovation
NeedsWell

1. 2025/9 Financial report summary
2. 2026/9 Results forecast
3. Growth strategy
4. Reference

1.1 Financial highlights

Achieved net sales of 10 billion JPY through steady business growth
Met the continued listing criteria for the Prime Market (10 billion JPY or more in tradable shares market capitalization)

* **AI, Migration, and IT Outsourcing** expanded, with net sales reaching 105.1% year-on-year
* Performance of **Solutions Business** (AI Solutions and Concur Linkage Solutions) was strong, with net sales reaching 132.7% year-on-year
* Operating profit and ordinary profit excluding the impact of shareholder benefits stood at an increased level, reaching approximately 110% year-on-year
* Projects for municipalities and educational institutions increased
* Capital and business alliances with two companies were amicably terminated and transitioned to business alliances. The tradable share ratio was improved through sales of shares.

Net Sales **10,032** million JPY　YoY **105.1** %

Operating profit **1,155** million JPY　YoY **97.5** %　Operating profit margin **11.5** %

(Operating profit excluding the impact of shareholder benefits 1,313 million JPY　YoY 110.8%　Operating profit margin 13.1%)

Ordinary profit **1,169** million JPY　YoY **96.8** %　Ordinary profit margin **11.7** %

(Ordinary profit excluding the impact of shareholder benefits 1,327 million JPY　YoY 109.9%　Ordinary profit margin 13.2%)

1.2 Trends/comparison by FY

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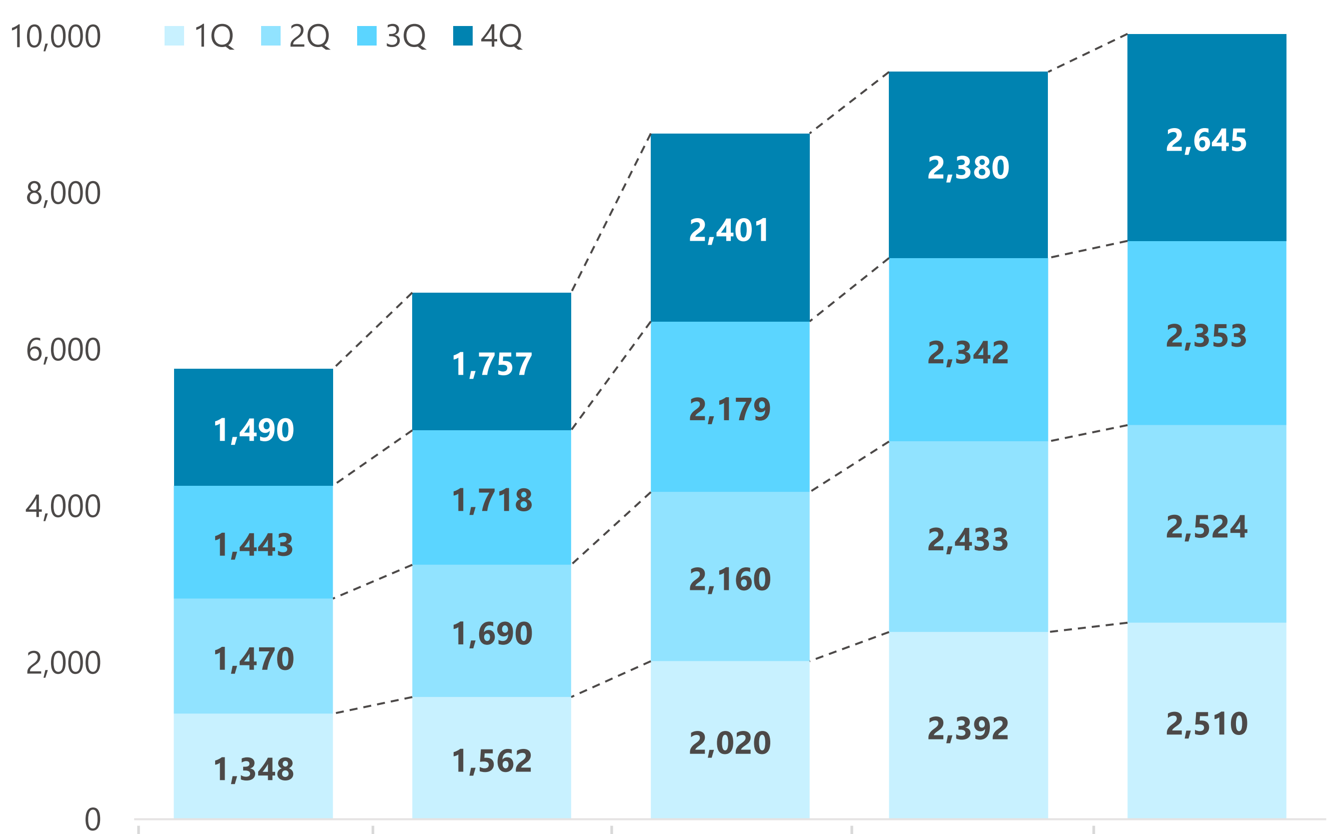
Ordinary profit excluding the impact of shareholder benefits stood at an increased level, reaching **approximately 110% year-on-year**

[Net sales by quarter]

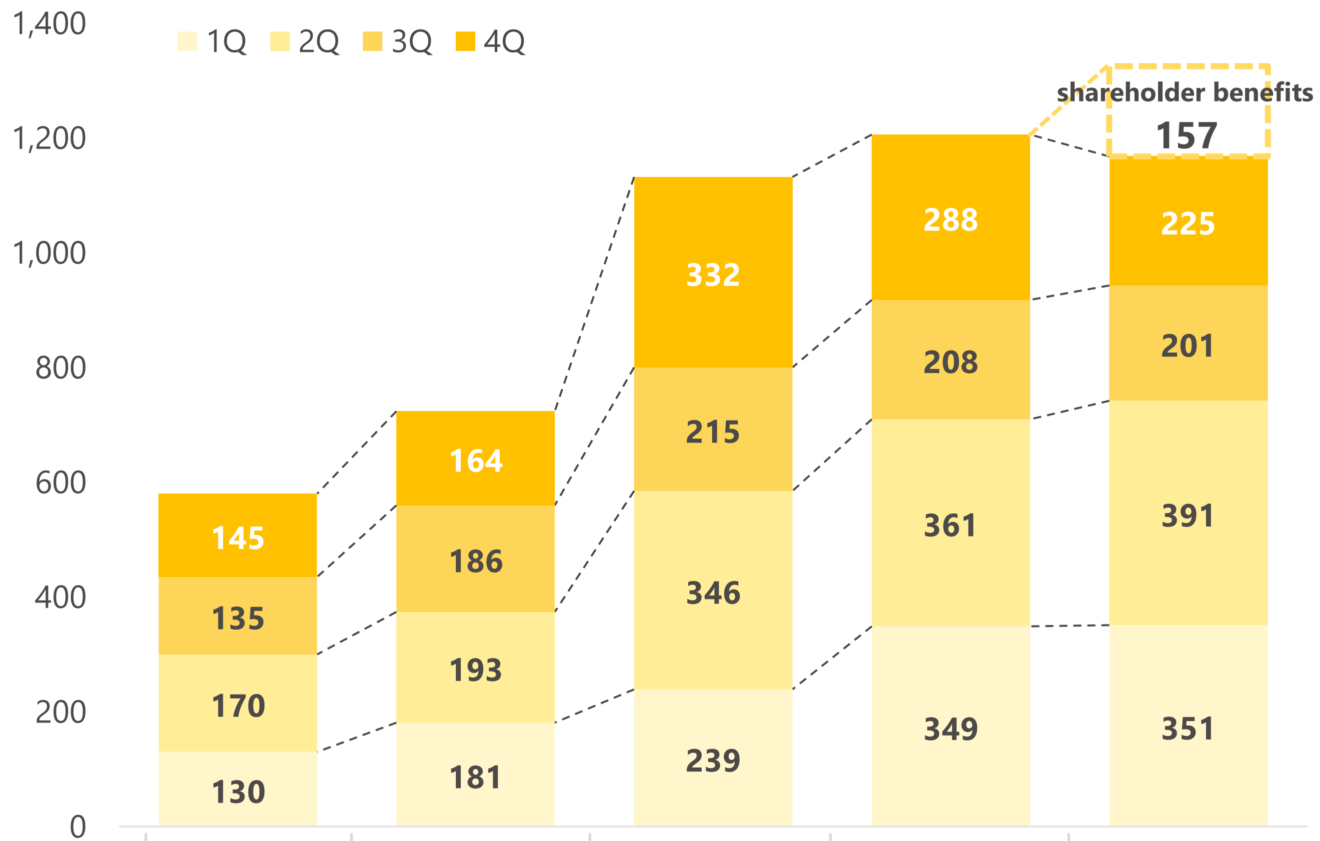
Unit: million JPY



	FY21/9	FY22/9	FY23/9	FY24/9	FY25/9
total	5,752	6,730	8,761	9,549	**10,032**

[Ordinary profit by quarter]

Unit: million JPY

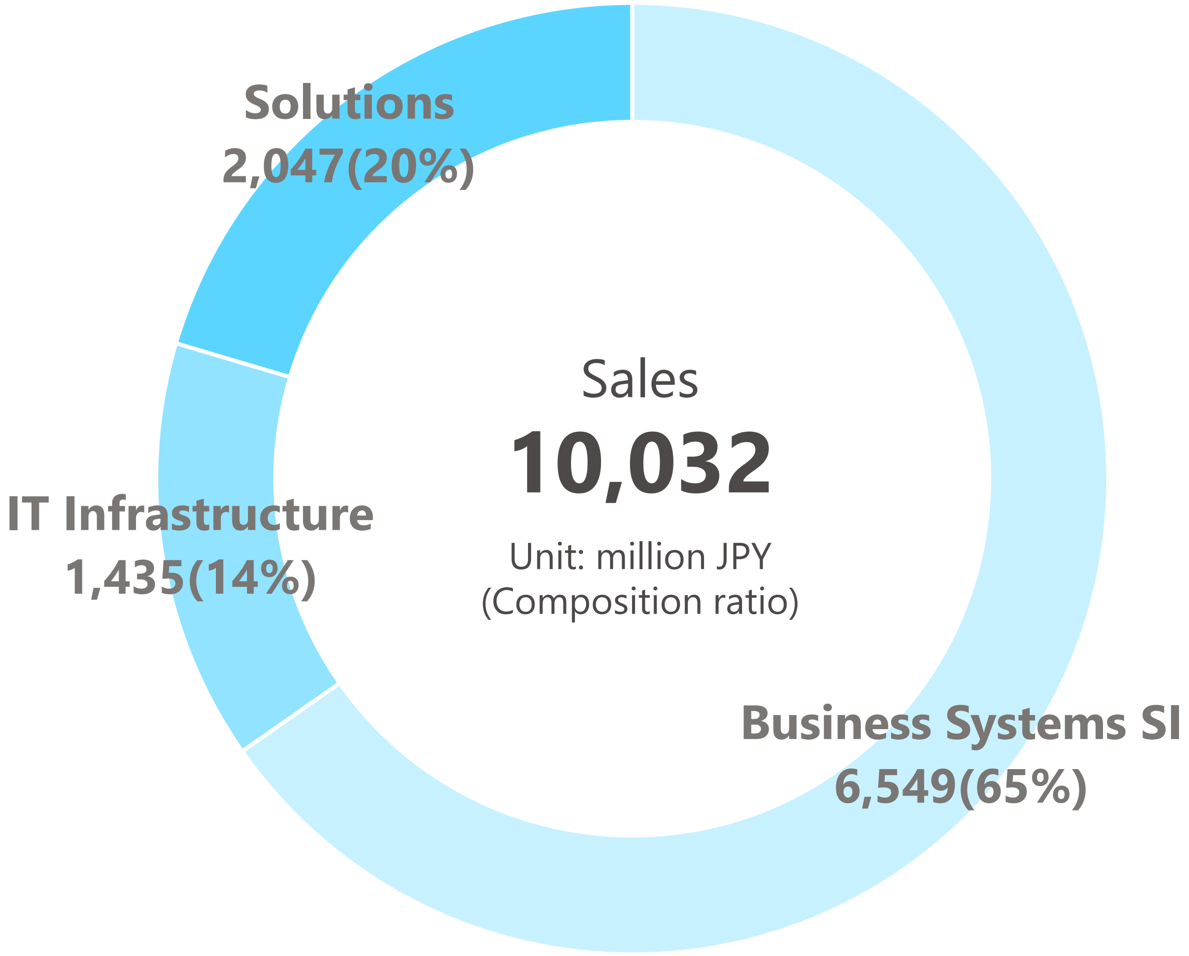


	FY21/9	FY22/9	FY23/9	FY24/9	FY25/9
total	582	724	1,135	1,208	**1,169**
excluding the impact of shareholder benefits	—	—	—	—	**1,327**

1.3 Net Sales Trends by Service Line

Impressive growth in Solutions, reaching 132.7% year-on-year

AI Solutions reaching 138.3% year-on-year



Summary of the Third quarter of 2025/9

Business Systems SI 103.6% year-on-year

· Life insurance, distribution service, and public sector remained steady.
· Migration Development grew significantly, reaching 107.6% year-on-year.
· Opportunity for new orders has expanded due to active participation in projects through bidding.

IT Infrastructure 85.1% year-on-year

· Net sales decreased year-on-year due to the completion of large-scale infrastructure projects.
However, IT Outsourcing and Software Testing Businesses steadily grew.
· IT Outsourcing reached 117.2% year-on-year.
· Test management services contributed to Software Testing.
· Automated testing services in association with migration will contribute from the next fiscal year onwards.

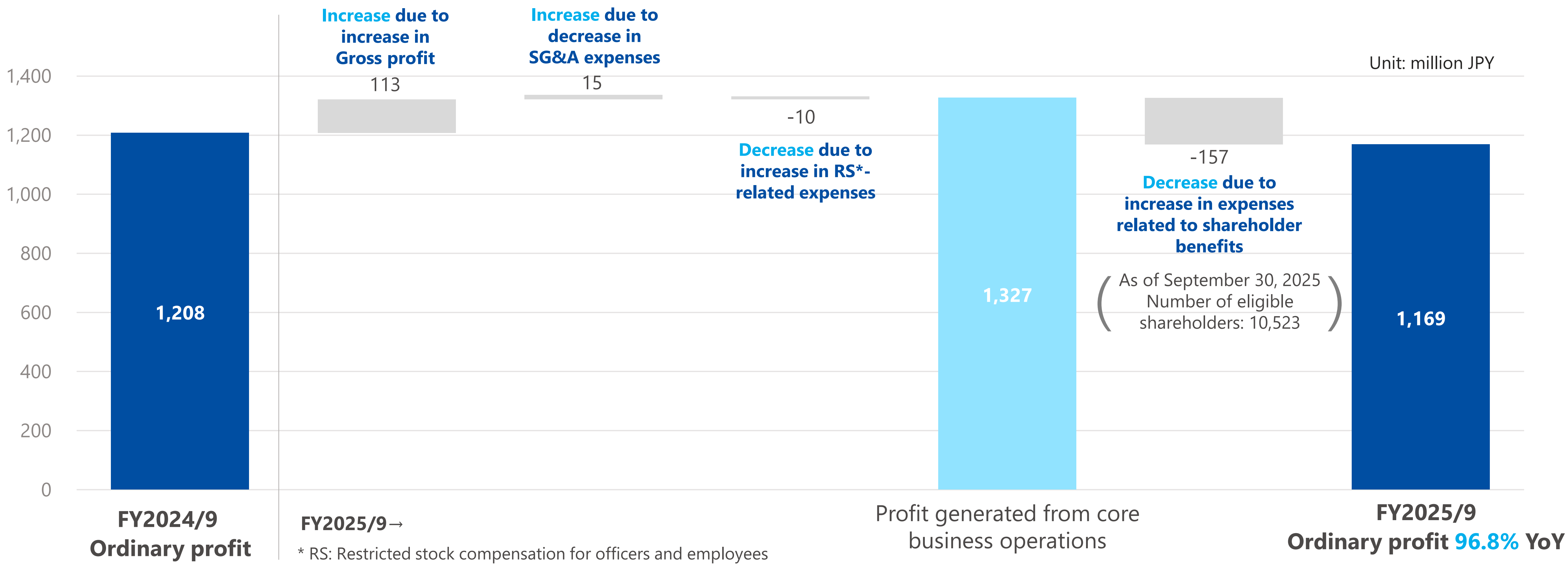
Solutions 132.7 % year-on-year

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 138.3% 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 Business alliance company.
· Strengthened provision system through conclusion of PMC agreement with Concur Standard.

1.4 Ordinary profit analysis

Ordinary profit margin was 11.7%, maintain profitability above the industry average

- Gross profit increased by 113 million JPY
- Operating profit and ordinary profit excluding the impact of shareholder benefits stood at an increased level, reaching approximately 110% year-on-year



* RS: Restricted stock compensation for officers and employees

1.5 Profit & loss statement

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

*Selection of significant entries only Unit: million JPY	FY2024/9 Financial Results		FY2025/9 Financial Results				
	Result	Net Sales	Result	Net Sales	Year-on-year	Achievement rate	Forcast
Net sales	9,549	-	10,032	-	105.1%	100.0%	10,032
Business Systems SI	6,320	66.2%	6,549	65.3%	103.6%	-	-
IT Infrastructure	1,686	17.7%	1,435	14.3%	85.1%	-	-
Solutions	1,542	16.2%	2,047	20.4%	132.7%	-	-
Gross profit	2,164	22.7%	2,278	22.7%	105.3%	-	-
M&A-related amortization	54	0.6%	54	0.5%	100.0%	-	-
Others	925	9.7%	1,068	10.7%	115.5%	-	-
SG&A expenses	979	10.3%	1,122	11.2%	114.6%	-	-
Operating profit	1,185	12.4%	1,155	11.5%	97.5%	100.1%	1,155
Non-operating profit	30	0.3%	26	0.3%	87.9%	-	-
Non-operating expenses	7	0.1%	13	0.1%	173.0%	-	-
Ordinary profit	1,208	12.7%	1,169	11.7%	96.8%	100.1%	1,169
Profit before taxation	1,208	12.7%	1,327	13.2%	109.8%	-	-
Income taxes	395	4.1%	439	4.4%	111.0%	-	-
Net profit	809	8.5%	887	8.8%	109.5%	100.2%	885

* Only major items are selected and presented.

KPI achievement

Item	Numerical targets	Results
Net sales growth rate	20% or more	5.1%
Gross profit margin	25% or more	22.7%
SG&A expenses rate	10% or less	11.2%
SG&A expenses rate (excluding the impact of shareholder benefits)	10% or less	9.6%
Ordinary profit margin	10% or more	11.7%
Equity ratio	60% or more	73.1%
EPS	¥30 or more	23.42
PER	20 times or more	23.3
ROE	20% or more	19.8%
ROIC	20% or more	16.5%

1.6 Balance sheet

Supported sustained growth with a solid financial foundation (equity ratio : 73.1%)

	*Selection of significant entries only	FY2024/9	FY2025/9	
	Unit: million JPY	Result	Result	Year-on-year
Assets	Cash and deposits	2,095	2,760	664
	Accounts receivable - trade and contract assets	1,889	2,253	364
	Prepaid expenses	59	62	3
	Others	8	7	0
	Total current assets	4,052	5,084	1,031
	Buildings, net	42	41	-1
	Software	43	39	-3
	Software in progress	3	16	12
	goodwill	316	261	-54
	Customer-related assets	352	315	-36
	Investment securities	418	304	-114
	Defferred tax assets	98	162	63
	Leasehold and guarantee deposits	143	137	-5
	Insurance funds	76	76	0
	Other	104	72	-32
	Total non-current assets	1,600	1,429	-171
Total assets		5,653	6,513	859

	*Selection of significant entries only	FY2024/9	FY2025/9	
	Unit: million JPY	Result	Result	Year-on-year
Liabilities	Accounts payable - trade	351	396	44
	loans	7	6	-1
	Accounts payable - others	160	330	170
	Accrued corporate tax, etc.	232	352	120
	Accrued consumption taxes	130	117	-13
	Deposits received	46	48	2
	Provision for bonuses	298	304	5
	Others	27	34	6
	Total current liabilities	1,255	1,591	335
	loans	30	23	-6
	Long-term deferred tax liabilities	122	109	-12
	other	14	16	1
	Total non-current liabilities	167	148	-18
Total liabilities		1,422	1,740	317
Equity	Share capital	908	908	0
	Legal capital surplus	794	796	2
	Retained earnings brought forward	3,212	3,758	546
	Treasury shares	-803	-798	4
	Valuation difference on available-for-sale securities	108	98	-9
	Non-controlling interests	10	10	0
Total net assets		4,230	4,773	542
Total liabilities and net assets		5,653	6,513	859

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Try & Innovation NeedsWell

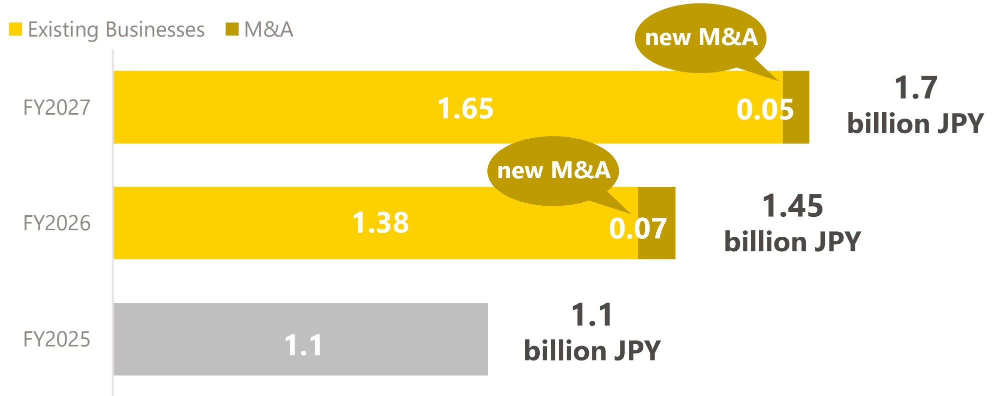
FY2027 targets: Net sales of 13.0 billion JPY, ordinary profit of 1.7 billion JPY, and net sales CAGR (compound annual growth rate) of 10%

[Net sales by FY]

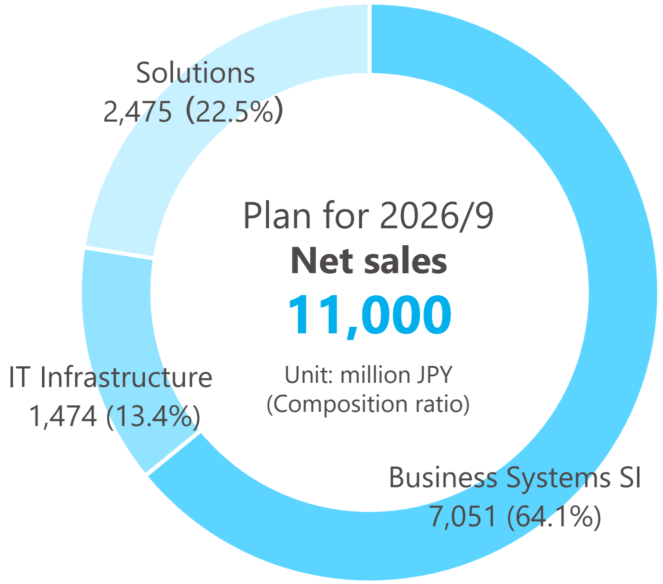
Unit: billion JPY

[Ordinary profit by FY]

Unit: billion JPY



[Sales Plan by Service Line (Consolidated) for FY2026/9]



* New M&As not included in net sales.

■ Business Systems SI

- Expand orders for financial system development centered on system development for life insurance and accident insurance sectors
- Actively participate in projects through bidding (public and education sectors and municipalities)
- Promote orders for maintenance services leveraging our development expertise
- Pursue speedy development projects by leveraging highly productive and high-quality system development services that combine low-code tools and testing services. Actively receive orders.

■ IT Infrastructure

- Expand IT Outsourcing services
  Resolve human resource shortages. Provide operational support including device procurement, current operation analysis and improvement proposals (utilization of generative AI).
- Third-party verification and quality improvement through utilization of software testing
- Contribution of automated testing services in association with migration

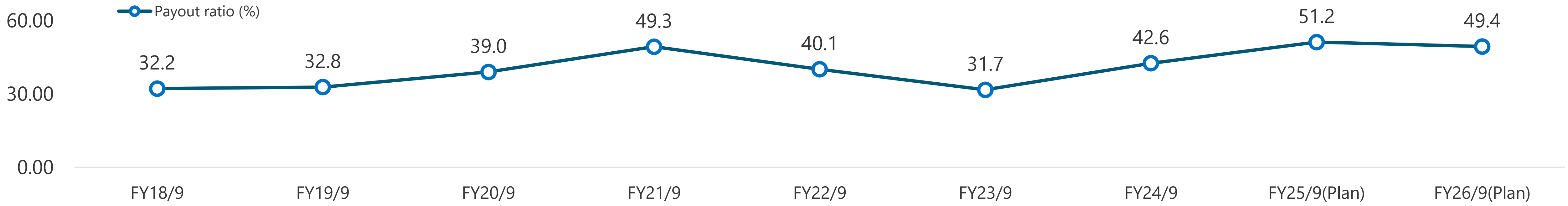
■ Solutions

- Expand cloud-based expense reimbursement system solutions
  Promote sales of Concur Standard through PMC agreements
  Expand and develop InvoicePADirect and peripheral solutions
  Expand horizontally through proposals to and collaboration with municipalities and educational institutions
- Expand AI Solutions
  Launch AI Prophete Physician Scheduling solutions
  Develop medical solutions through industry-academia collaboration
- Expand subscription sales through provision of SaaS

2.2 Shareholder returns

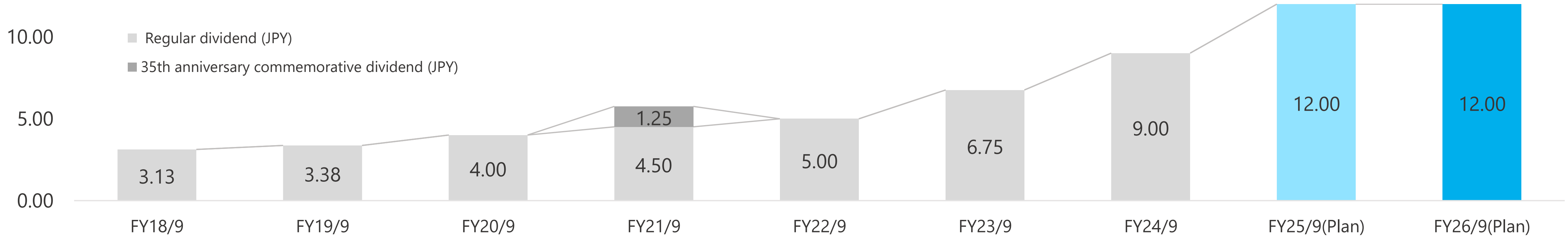
FY26/9 Dividends per share: 12 JPY/share (Payout ratio: 49.4%)

Payout ratio trend



* 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



* 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

Shareholders who own 1,000 shares or more will receive a QUO card worth 15,000 yen on each record date.

3.1 Management philosophy and medium-term policy

Try & Innovation NeedsWell

Enhance corporate value

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

■ Management philosophy

Contributing Broadly to the Economy and Society

■ Management policy

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

■ Mediu-term basic policym

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

3.2 Enhancement of corporate value, business environment, and initiatives

Try & Innovation NeedsWell

Business environment

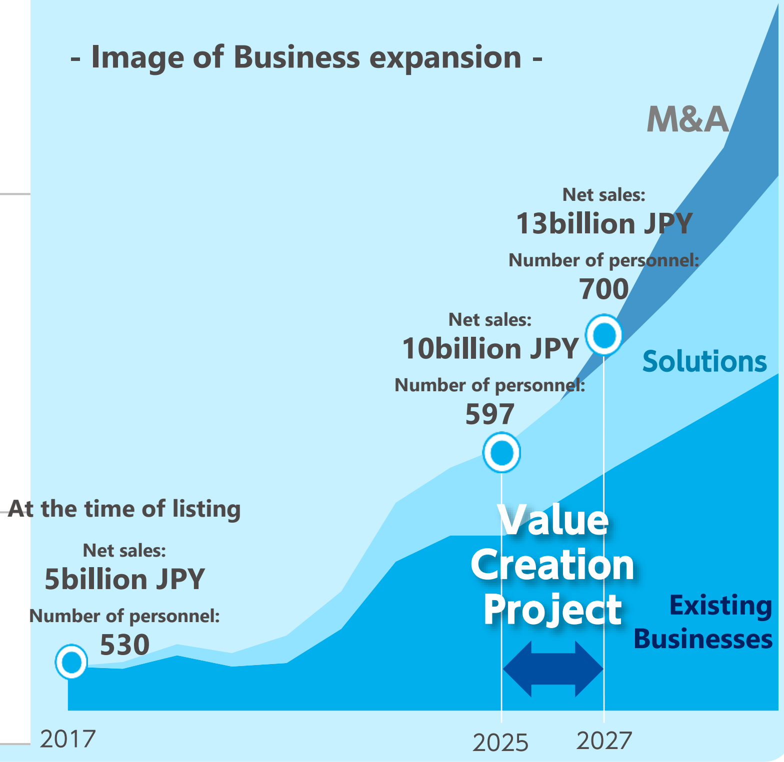
IT investment	Technological innovation	AI	Migration	IT Outsourcing
The number of companies increasing investments in FY2025 is increasing and is expected to continue to increase. In addition to DX-related investment, investment in AI-related and human resource development to promote the use of AI is on the rise. Investment in low-code development will also increase.	Demand for business automation expands with the emergence of agent-based AI. Rapid expansion of cloud services has led to a surge in demand for cloud security. Ensuring security through the use of AI is essential.	Generative AI utilization is dramatically progressing due to the spread of intuitive UI and other features. Adoption by companies is also progressing. There is an urgent need to develop an ethical and legal framework in parallel with the promotion of use. AI through business partnerships is further promoted.	Demand is expanding mainly for cloud migration and legacy migration to meet cost reduction needs, and will continue to grow, including cloud migration for DX purposes.	Demand continues as an alternative means of securing highly skilled IT personnel. It is important to provide services that combine the examination and implementation of business improvement and DX. Effects of cost reductions, including operational work.

ValueCreationProject

Enhance corporate value both in terms of business expansion and securing/training highly capable personnel. Establish a more solid business foundation through proactive investments.

Business expansion	**Steadily expand existing businesses** ・**Migration:** Contribute to cost reduction through proposals combined with testing services ・**IT Outsourcing:** Propose solution to the shortage of engineers. Nearshore utilization. ・Projects through bidding (system development for public sector, educational institutions, and municipalities) Steadily expand based on performance record of the past two fiscal years ・Financial system development Expand particularly in **life insurance and accident insurance sectors**, our areas of strength	**Expand solutions by leveraging our technological capabilities** ・AI Prophete Physician Scheduling AI Solution for Chronic Pain Treatment →Develop and expand sales of generative AI solutions ・Propose business improvement utilizing generative AI →**Business improvement utilizing generative AI brings significant changes to existing operations. Achieve business improvement via our technology.** ・Create cloud security solutions →Create solutions in the high-profile security field
human resources	**Securing human resources** ・ recruiting new graduates recruiting new graduates for 10% of the total number of employees →Continue recruiting in the Tokyo metropolitan and regional areas ・Mid-career recruitment Strengthen regional recruitment and effectively utilize nearshore bases Continue securing human resources in the Tokyo metropolitan area ・Comeback program and employee referrals to secure human resources and strengthen business structure	**Training and education** ・Support employees and improve the working environment by utilizing programs such as the student loan assistance program, extension of housing allowance provision, and social contribution program ・ Enhance education system. Implement training for human resource development from new graduates to managers. ・ Promote meritocracy and gender equality to target female manager ratio of 30%
Investments	**Implement proactive investments to increase long-term corporate value** ・Recruitment and training of human resources: Investments to retain and secure human resources are essential. Aim to develop engineers who will lead the times. ・R&D and solution creation: Focus on solution creation to aim for improving brand value as a solution provider ・M&A and capital partnerships: Actively consider M&A to expand the scope of business and strengthen the business foundation. Maximize business synergies and increase corporate value.	

- Image of Business expansion -



3.3 Focus area

Focus area

- Expand Business Systems SI
- Expand IT Infrastructure
- Expand Solutions Businesses
- Expand AI Business
- Expand Migration Business
- Expand IT Outsourcing , Software Testing
- Expand Logistics Businesses

Particular focus on
“Value Creation Project,”
a corporate value enhancement project

3.3.1 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.

3.3.2 Focus area [Expand Solutions Business] 1

Our solutions represent key competitive strengths of the Needs Well brand

Purpose

・Enhance corporate value

・Improve capability to receive orders

・Improve profitability

/ Transition from a business based on unit price per person-month to a value-driven business

Policy

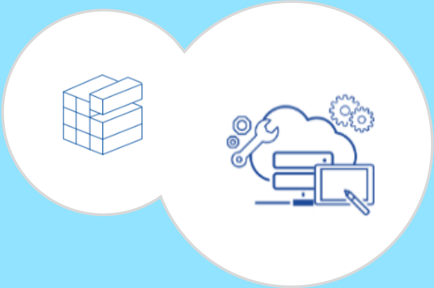
・Create solutions together with customers, instead of research and development

・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



3.3.2 Focus area [Expand Solutions Business] 2

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+ ｜ InvoicePA Direct ｜ CoNeCt ｜ imPac ｜ Corpo Card ｜ N-Navi ｜ BI Startup **Boost sales of Concur Standard through PMC agreement with Concur.** **Invoice PA Direct　Concur-related Solutions** **➡ Contributed to performance from the next year onwards** WalkMe ∟ UI/UX-Navi　**Strengthen collaboration with WalkMe. ➡ Contributed to performance from the next year 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

3.3.3 Focus area [Expand AI Business]

Try & Innovation NeedsWell

Expand AI Business by enhancing solution lineup

AI Solutions

Work AI Assists DX across various industries

Launched in July 2025

As Prophetter (abnormal sound detection) AI analysis and identification of abnormal sounds to detect abnormalities and provide predictive detection.

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

Scheduledto launch in December 2025

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

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 throughout the migration from design and manufacturing 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

Leverage know-how cultivated over many years of operation to establish a stable and secure DX conversion and operational framework.

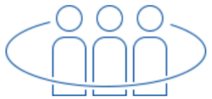
Taking on operations

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.

Managed services

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.

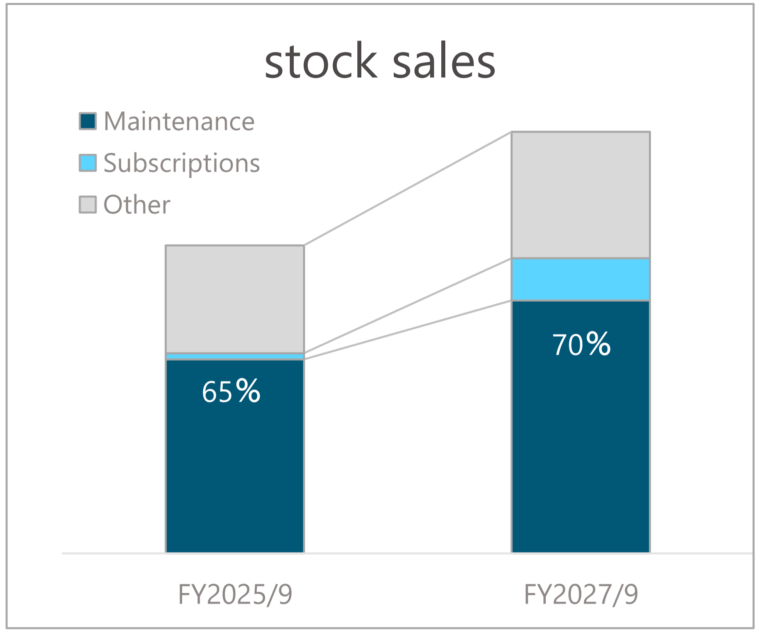


3.4 Revenue expansion and targets

Expand stock sales: increasing to 70% by 2027

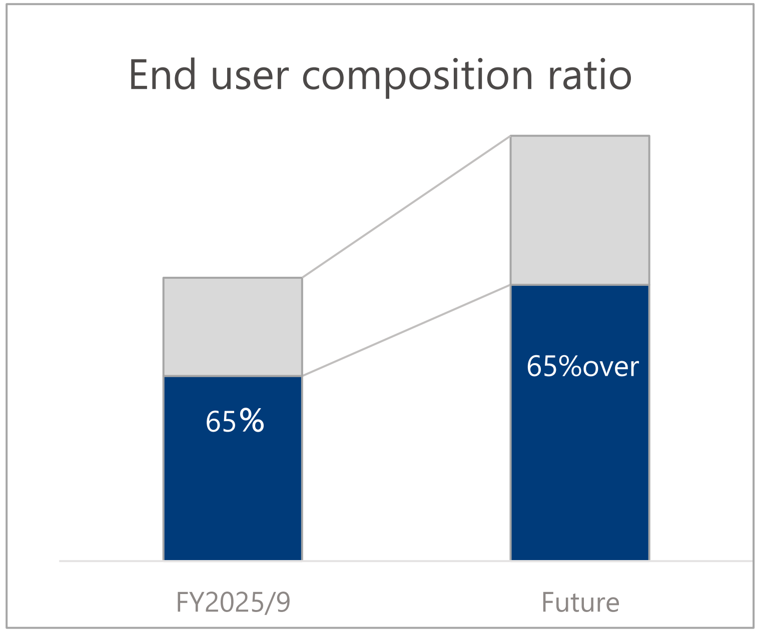
- Increase the weight of areas where revenues are accumulated continuously (subscriptions and maintenance) to stably expand the revenue structure.
- Ensure stable revenue through the expansion of stock sales, leveraging our development know-how.
- Maintain and expand ongoing transactions with customers we have cultivated over time.

Stock sales: System maintenance and operation for at least two years, subscription-based solutions, etc.



Increase direct sales to end users: maintaining and expanding over 65% of net sales

- Ratio of direct sales to end users is over 65%, a high level in the software development industry.
- 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
  Attracting customers through HP, PR activities, and hosting seminars.
  Based on case studies, approach existing users in the same industry.



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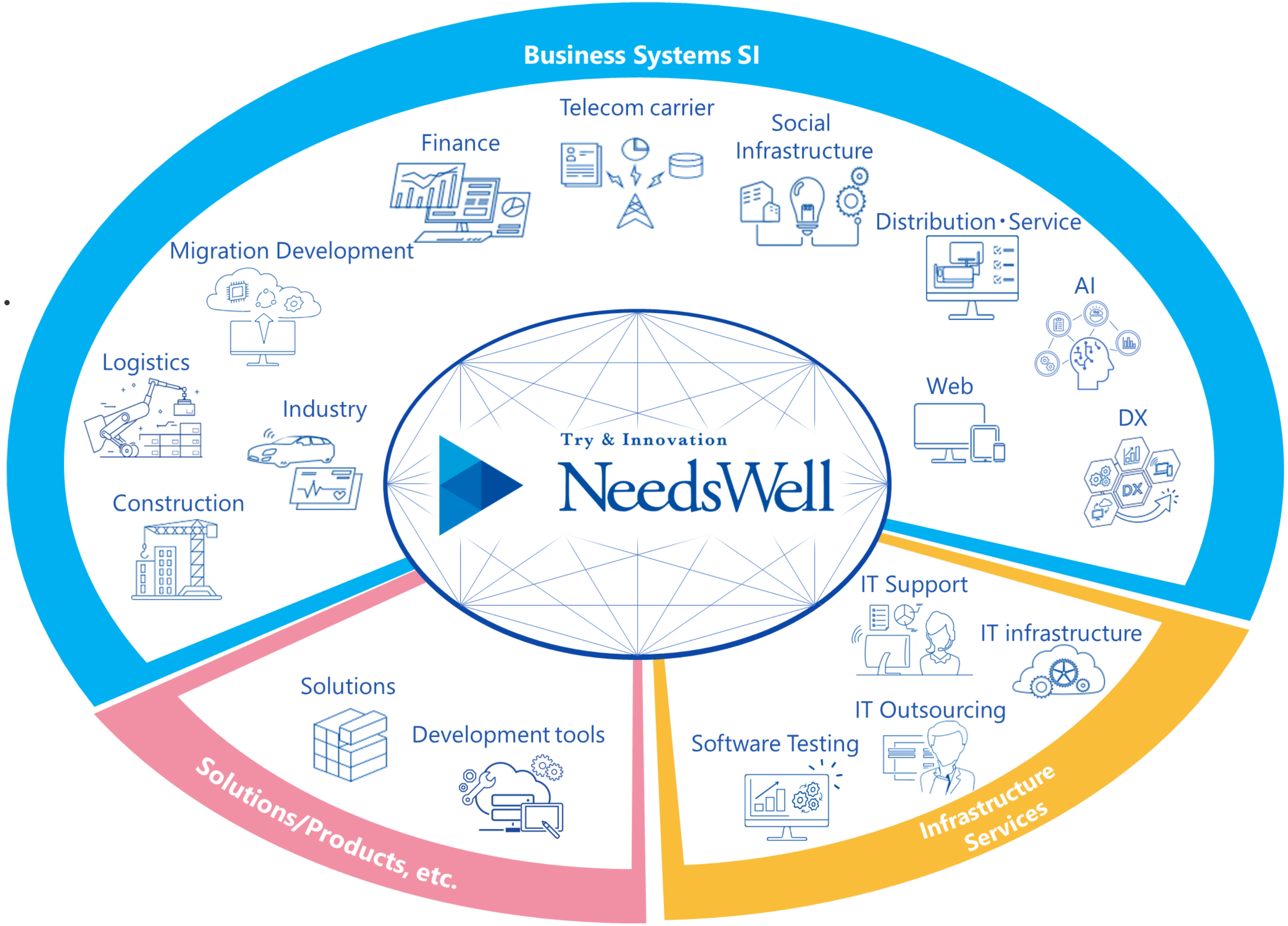
4.1 Company profile

As of September 30,2025

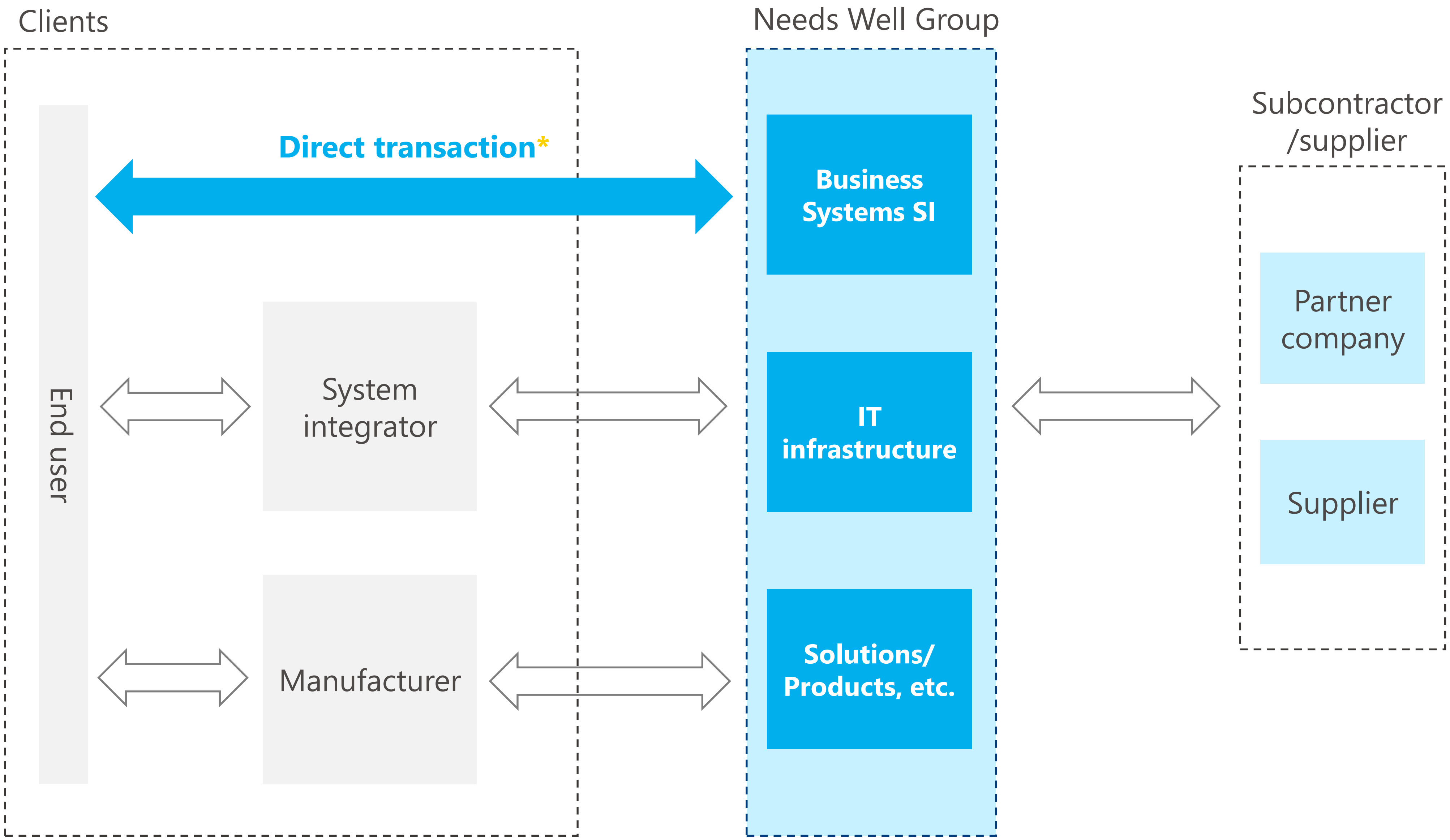
Company Name	Needs Well Inc.	**Representative**	President and CEO **Hajime Matsuoka**
Established	October 1, 1986	**Stock Listing**	Tokyo Stock Exchange, Prime Market (3992)
Paid-in Capital	908 million JPY	**Net sales** As of September 30,2025	10,032 million JPY(Consolidated)
Number of Employees As of September 30,2025	597 (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)		

4.2 Business fields

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

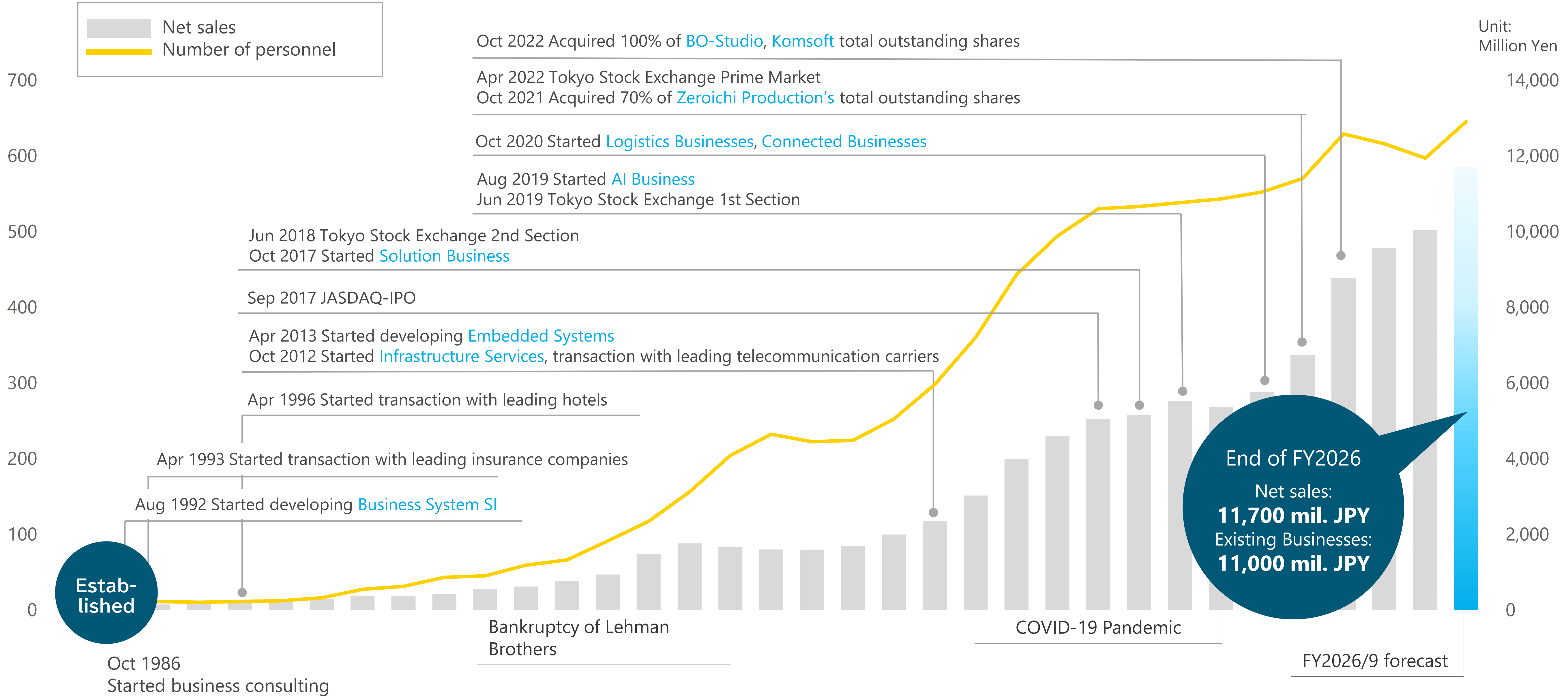


4.3 Business system diagram



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

4.4 Growth track



4.5 Our three strengths

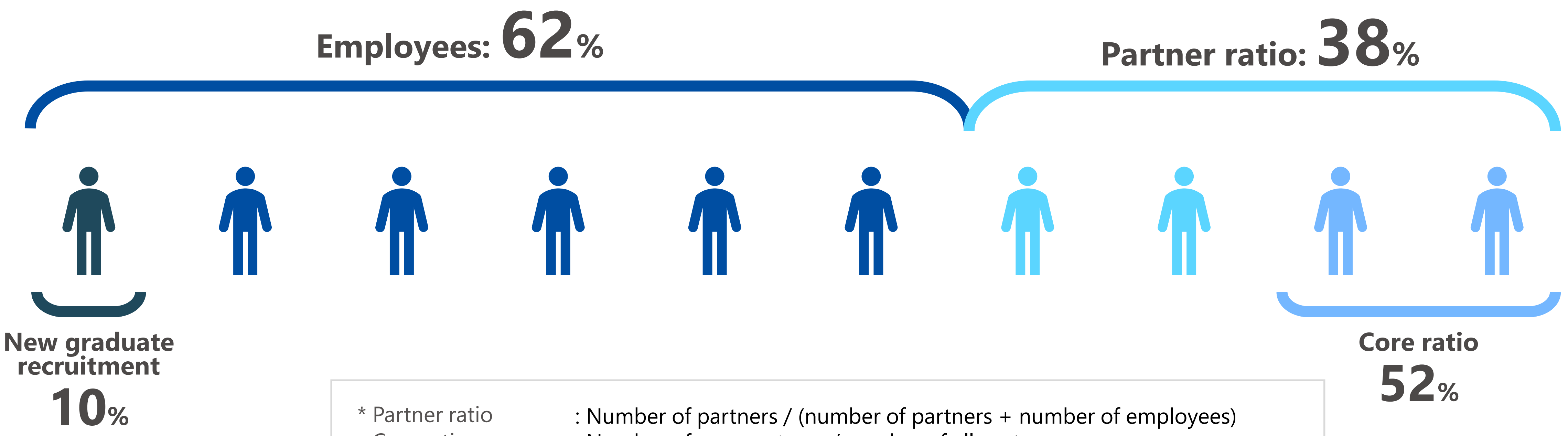
Our three strengths

Capacity for financial system development	Proficiency in direct sales to end users	Ability to provide solutions / AI
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.	High level of direct transactions with end users such as life insurance companies, leading hotels, telecommunications carriers, etc., composing over 65% of sales.	Provides solution services optimized for each customer's business objectives through DX, Generative AI, RPA,etc.

4.6 Personnel

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



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

As of the end of September 2025

4.7 Improve social value

Towards a sustainable society through initiatives to create a sustainable society
based on the corporate philosophy of “Contributing Broadly to the Economy and Society”

Initiatives directly linked to business

Incorporate the perspectives of the SDGs, ESG and CSR into business strategies to ensure that business activities are directly linked to the goals of the SDGs
Take on the challenge of creating employment, establishing an industrial foundation and technological innovation as an IT company

Initiatives supported by systems and activities

Themes closely related to Needs Well, such as promoting job satisfaction and gender equality, promoting IT education, supporting local sports culture, etc.

Nearshore Development Promotion

Development of new solutions to assist DX

Collaboration with partner companies

Work Style Reform and Human Resource Development

Increase ratio of female employees and managers

Telework

AI education for students

Support for Project in Nagasaki Prefecture

Support for V-Varen Nagasaki of the Soccer J League

Others

4.7.1 Initiatives directly linked to business

Try & Innovation NeedsWell

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"

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

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.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

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.

17 PARTNERSHIPS FOR THE GOALS

4.7.2 Initiatives supported by systems and activities

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
- 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
- System for encouraging skill improvement and motivation
- On-the-job training and mentor system to draw out skills and motivation
- Support for internal circle activitiesFutsal, basketball, relay races, etc.

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%

AI education for students

- Arrange AI programming experiences and 5 day/3 weeks internships for students
- Conduct programming classes on apps for submitting electronic applications and creating interactive AI chatbots, WinActor (RPA) to improve efficiency of school operations, taste data analysis, etc. (2020~)

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

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

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

Try & Innovation

NeedsWell

- All statements described herein have been prepared by Needs Well based on the currently available information.
- Actual results may differ from forecasts due to various factors in the future.
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- The Company assumes no responsibility for this translation or for direct, indirect, or any other forms of damages arising from this translation.

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