

March 25, 2025

To the press officials

I-NET Corp.

I-NET was selected for the first time in fiscal year 2024 as a [Next Nadeshiko Companies Supporting Dual-career and Co-parenting].

I-NET Corp. (TSE Prime Market: Code Number 9600, Head Office: Yokohama City, Kanagawa Prefecture, Representative Director and Executive President: Tomomichi Saeki, [I-NET]) was selected as [Next Nadeshiko Companies Supporting Dual-career and Co-parenting] in fiscal year 2024 in recognition of its outstanding efforts to support both male and female employees who are able to work together as dual-career and co-parenting].

[Next Nadeshiko Companies Supporting Dual-career and Co-parenting] jointly organized by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange and was newly added to [Nadeshiko Brand] in fiscal year 2023 to select listed companies that excel in promoting women's careers.



I-NET promotes diversity based on the idea that diverse employees bring together knowledge, experience, and values in different fields, resulting in new ideas and leading to the development and improvement of new products and services. I-NET aims to create an environment in which employees can make the most of their individuality and demonstrate their abilities regardless of gender, age, nationality, disability, values, work style, or life plan.

In recent years, I-NET has taken into account the needs of [Men who want to participate more in childcare] [Women who do not want to suspend their career] and has adopted a system design that makes it easier for people who want to use it regardless of gender and allows them to focus more on their work. I believe that I-NET's comprehensive and unique efforts have been highly evaluated, leading to this selection.

• **I-NET's Initiatives for Dual-career and Co-parenting Regardless of Gender**

- A system that supports a variety of working styles, such as annual paid leave per hour, staggered work, and self-care leave
- Creation of guidebook on balancing work and raising children, holding of seminar for return to work after childcare leave and talk about balancing work and raising children over lunch
- Implementation of unconscious bias and balance support training for managers
- In-house job posting system that allows employees to take on challenges across job types and divisions
- Interviews with all employees by career counselors

Others

• **Results and Future of Initiatives**

As a result of these activities, the percentage of male employees taking childcare leave rose sharply from 35.7% in fiscal year 2020 to 70.6% in fiscal year 2023. The number of employees who work together with management while taking the initiative in childcare has increased, and the percentage of women in managerial positions has doubled from 4.9% to 10.6% over the past five years.

I-NET has been certified as an Health and Productivity Management Outstanding Organizations [White 500] for both physical and mental health, as well as [Platinum Kurumin], which is an index of support for balancing child-rearing and work, and [Hataraku Yell], which is an index of welfare and well-being. We will continue to promote diversity and inclusion in order to create a workplace where employees can feel where they are and can work with enthusiasm and peace of mind.

< Next Nadeshiko Companies Supporting Dual-career and Co-parenting >

<https://www.meti.go.jp/policy/economy/jinzai/diversity/nadeshiko.html>

Next Nadeshiko Companies Supporting Dual-career and Co-parenting were first selected in 2023 as a combination with the [Nadeshiko Brand] and the initiatives of [Support for balancing work and raising children regardless of gender] are particularly valuable for companies with outstanding performance. Approximately 20 companies are selected with an emphasis on following 1 and 2 based on the idea that it is important to pursue both [support for integrated career development from recruitment to promotion] and [support for dual-career and co-parenting (Support for balancing work and raising children regardless of gender)] in order to enable women to take an active role in the workplace that leads to increased corporate value.

1. Does the company promotes compatibility support regardless of gender, which enables dual-career and co-parenting?
2. Does the company promote the creation of an environment in which all employees , not just those who work for dual-career and co-parenting, can choose their own way of working?

<I-NET's Diversity Promotion>

<https://www.inet.co.jp/sustainability/social/diversity.html>

I-NET promotes diversity and inclusion to enable diverse human resources to maximize their capabilities and to support Enjoy Life of customers and all others.

<Recruitment of people Who Wish to Grow in a Workplace Where They Can Work with Peace of Mind>

<https://www.inet.co.jp/recruit/>

I-NET is creating an environment in which employees can work with peace of mind. I-NET solicits those who wish to grow together over the course of the year while making use of their experience in a wide range of fields. I-NET offers a variety of contact desks, including diversity recruitment, job return recruitment, and referral recruitment.

<Overview of I-NET>

Company name: I-NET Corp.

Location: 13F YOKOHAMA SYMPHOSTAGE West Tower 5-1-2 Minato Mirai Nishi-ku Yokohama

Business: Information processing services, system development services, and product sales

Official website: <https://www.inet.co.jp>

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This document is to be used solely as a reference and in cases where any differences occur between English version and the original Japanese version, the Japanese version shall prevail. The consolidated financial statements in this document are unaudited.

