



May 21, 2020

**Supplementary
Briefing Materials for
Financial Results**

**Fiscal Year Ended
March 2020**

I-NET Corp.

[TSE, First Section: 9600]



1. Introduction (Overview of Company)
2. Overview of Earnings in Fiscal Year Ended March 2020
3. Initiatives in Medium-term Management Plan
4. Full-year Earnings Forecasts



1. Introduction (Overview of Company)

inet Overview of Company (as of April 1, 2020)

- Trade name: I-NET Corp.
- Founded: April 22, 1971
- Headquarters: 3-3-1 Minatomirai, Nishi-ku, Yokohama
- Capital: 3,203 million yen
- Founder: Noriyoshi Ikeda, Chairman of the Board
- Representative Director and Executive President: Mitsuru Sakai
- Subsidiaries: IST-Software Co., Ltd.
Software Control Co., Ltd.
I-NET DATA SERVICE CORP.
- Number of employees: 1,676 (consolidated) 968 (non-consolidated)
- Offices, branches, data centers and overseas offices
Tokyo office, Sapporo branch, Sendai branch, Chubu branch, Osaka branch, Chu-Sikoku Branch, Fukuoka branch, No. 1 Data Center, No. 2 Data Center
Singapore Representative Office



inet Overview of Company (as of April 1, 2020)

inet I-NET Corp.

Capital: 3,203 million yen
Consolidated employees:
1,676
Non-consolidated
employees: 968

Business:
Information processing
services
System development
services
Product sales

Wholly owned
consolidated
subsidiary

ist IST-Software Co., Ltd.

Capital: 608 million yen
Employees: 467

Wholly owned
consolidated
subsidiary

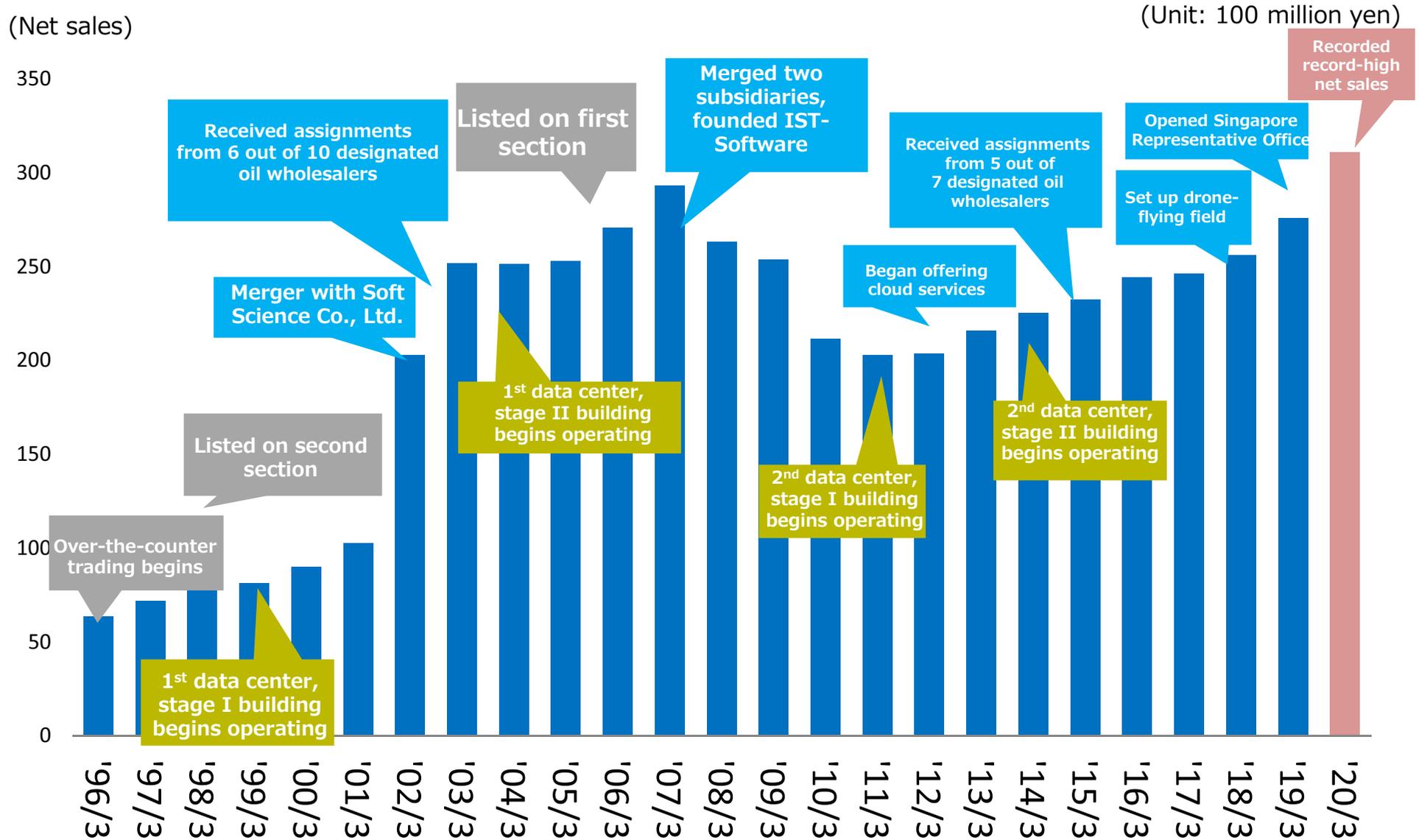
 Software Control Co., Ltd.

Capital: 54 million yen
Employees: 241

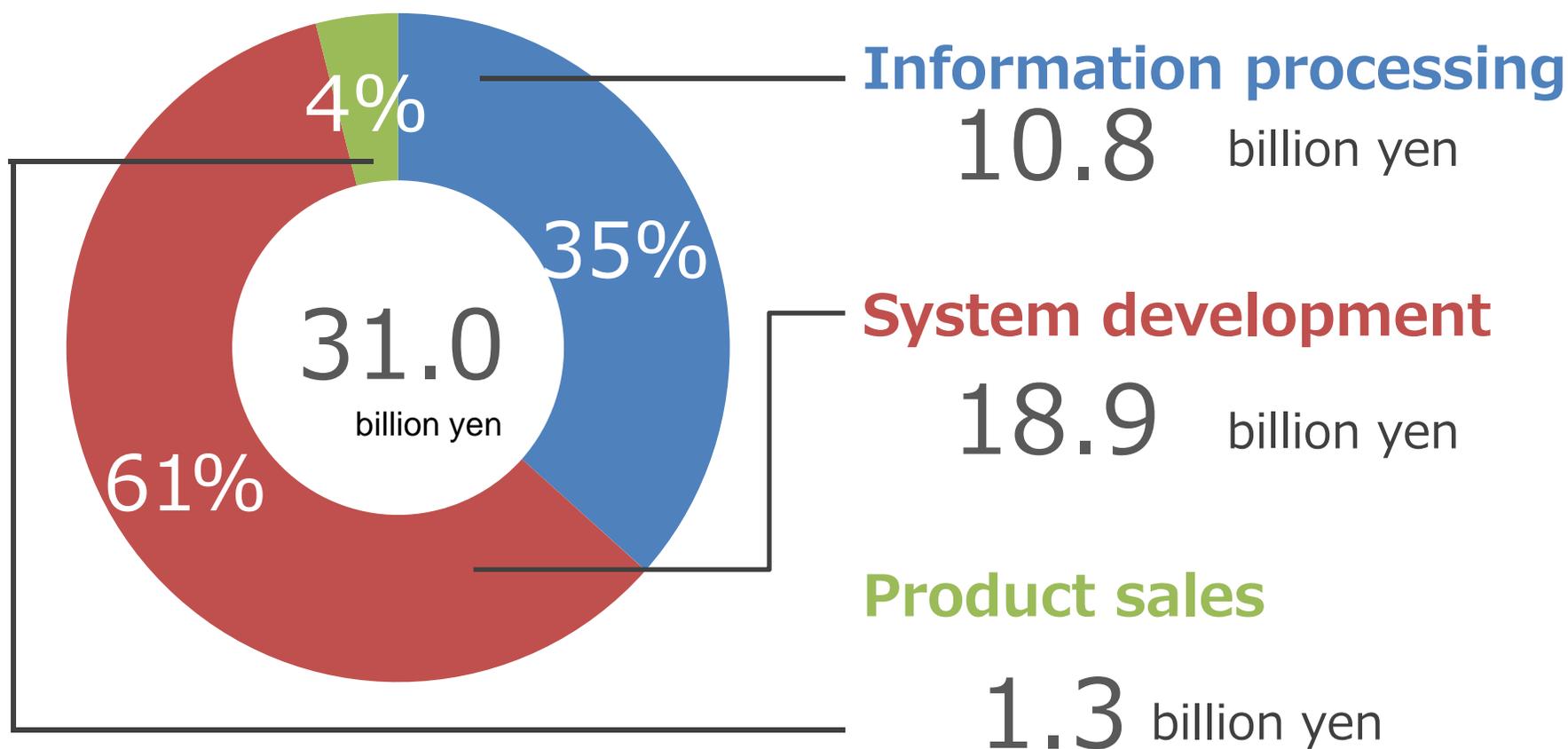
100% non-
consolidated special
subsidiary company

I-NET DATA SERVICE CORP.

Capital: 9 million yen
Employees: 20



We provide customers with services in the following three service categories.



*Net sales as of the fiscal year ended in March 2020

Achieving stable growth by expanding the recurring revenue business

Definition

- Business that generates net sales at a **fixed amount every month**
- Business with contracts that continue **beyond the next fiscal year**
Recurring revenue business = information processing services

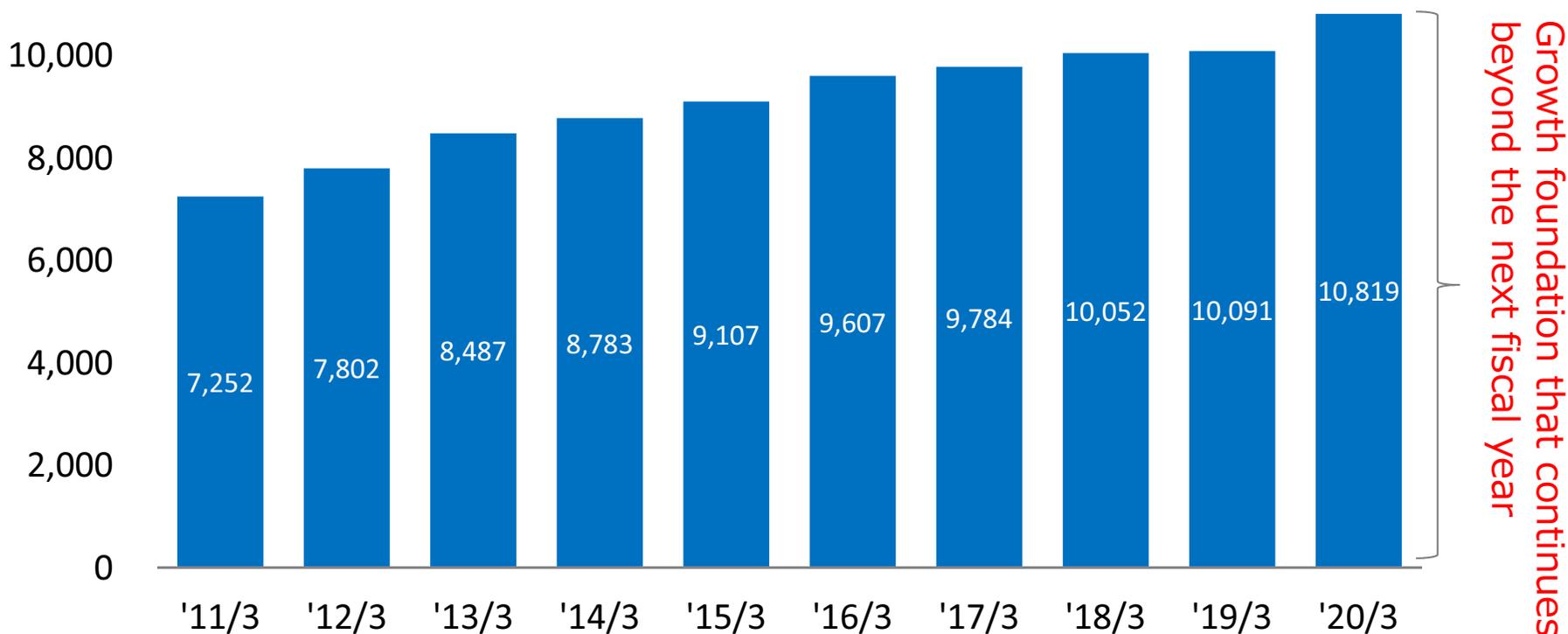
Merits

- **Growth foundation** built up with ongoing net sales
- **High profitability (most recent Gross profit was 25%)**
- Increase in net sales and income per person

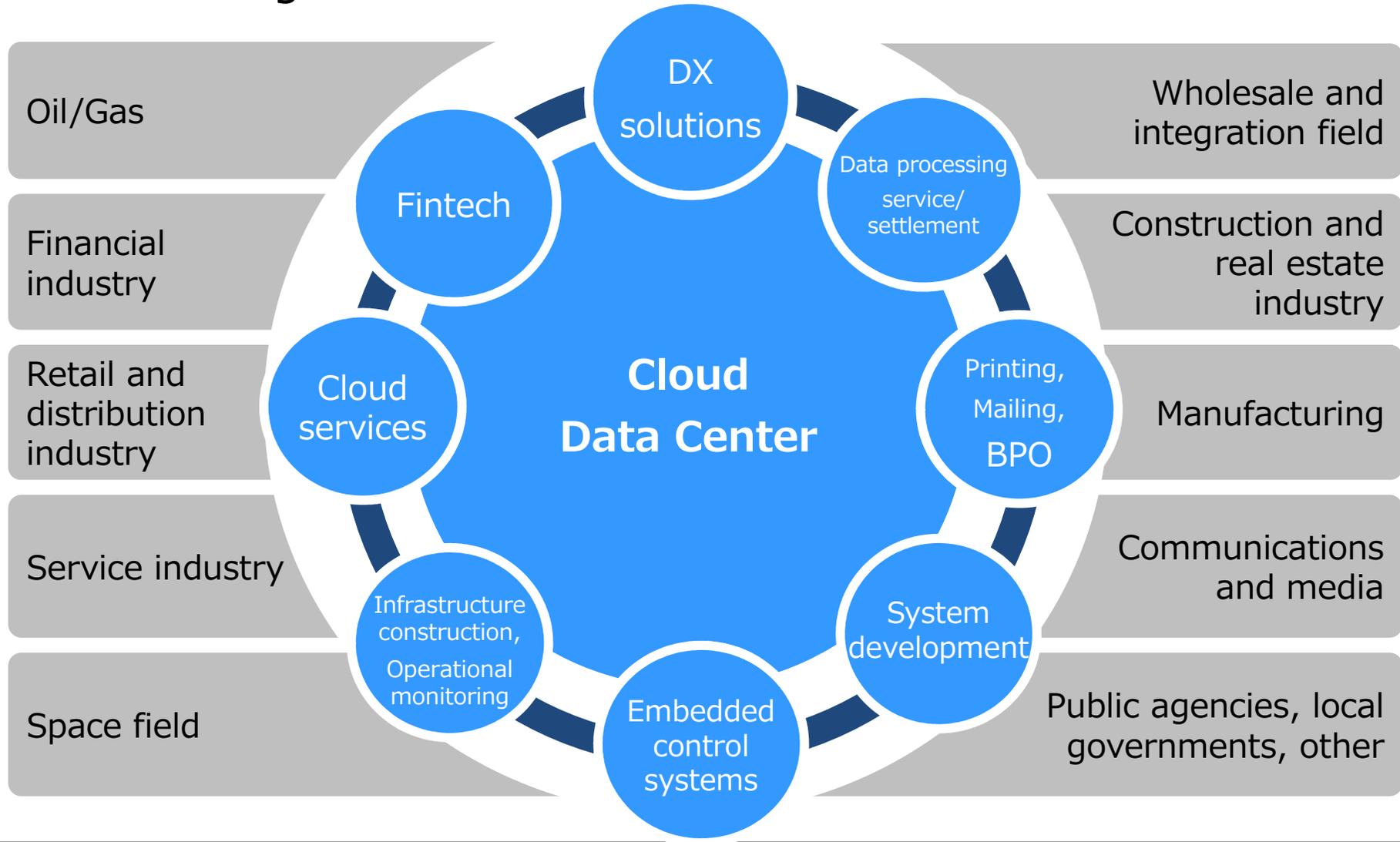
Examples

- **Cloud services**
- **Data center services**
- SS commissioned settlement (gas stations)
- Printing and inserting

Trends in net sales for recurring revenue business over past 10 years (consolidated) (Unit: Million yen)



Align range of services with customers' businesses and develop into recurring revenue business centered on cloud data centers



Data center services



No. 1 Data Center
(Yokohama)

Total floor area of about 9,000 m²



No. 2 Data Center
(Yokohama)

Total floor area of about 13,000 m²

Cloud services

Wide range of cloud services developed at data centers

Telework support

Remote desktop



Business chat



File sharing



Business card management service

名刺バンク

Cloud infrastructure

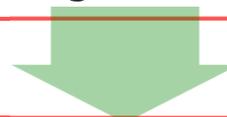


Data processing services/settlement processing at gas stations



Founding business

About 33% of gas stations in Japan use our processing services, giving us the highest share in Japan



Using our track record and business foundation, we expand settlement processing horizontally to other industries

Printing and mailing service

Printing and inserting such as ledger printing, direct mail and invoices

Specific examples:

Credit card statements, tax notices, election campaign postcards, etc.



(Sealing machine)

BPO and call centers

Data entry/card application receipt
Card use inquiries/call centers

We support the digital transformations of many customers through the trusting relationships we have built up over the years in fields such as operational application development, package software development, data services, AI services, embedded control systems, and space development.



Retail and distribution



Finance



Medical



Petroleum and gas



Public agencies and local governments



Space



Communications



Manufacturing



Construction and real estate



Railways



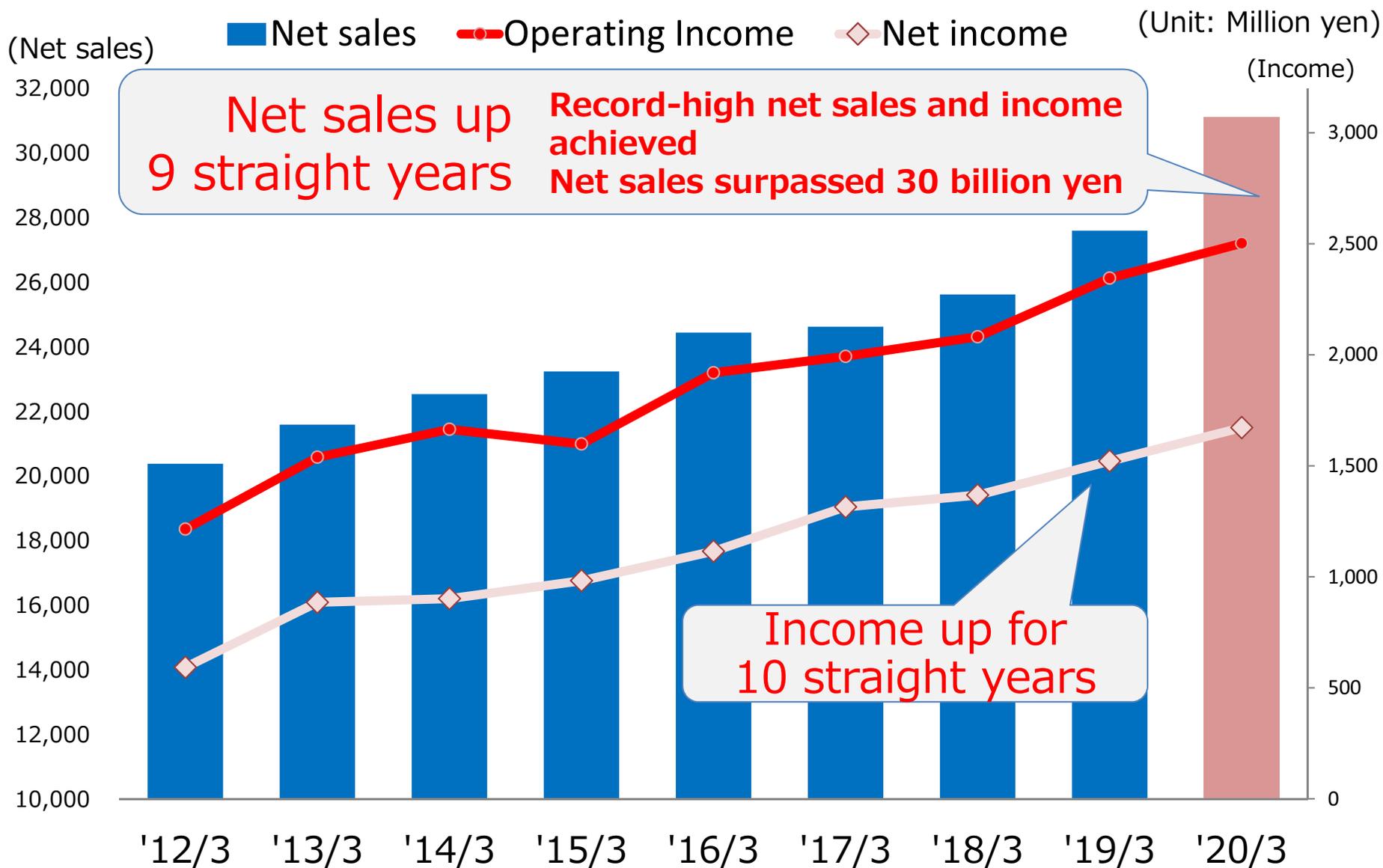
2. Overview of Earnings in Fiscal Year Ended March 2020

(Unit: Million yen, %)

	Fiscal year ended March 2019		Fiscal year ended March 2020		Change over previous fiscal year	
	Amount	Percentage	Amount	Percentage	Change	Rate of change
Net sales	27,591	100.0	31,097	100.0	3,505	12.7
Cost of sales	21,005	76.1	24,000	77.2	2,995	14.3
Gross profit	6,586	23.9	7,096	22.8	510	7.7
Selling, general and administrative expenses	4,240	15.4	4,594	14.8	354	8.4
Operating income	2,345	8.5	2,501	8.0	155	6.6
Ordinary income	2,347	8.5	2,531	8.1	183	7.8
Net income attributable to parent	1,521	5.5	1,672	5.4	150	9.9
Income per share (yen)	95.7	—	105.1	—	9.4	9.8

Record high

Record high



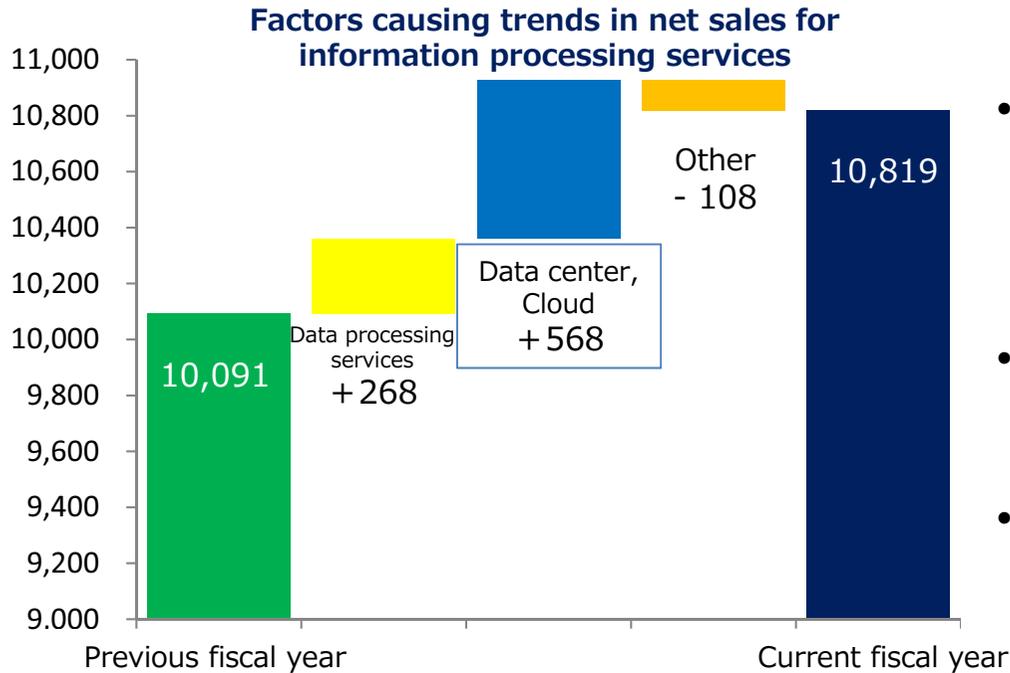
inet Sales by services category (consolidated)

(Unit: Million yen, %)

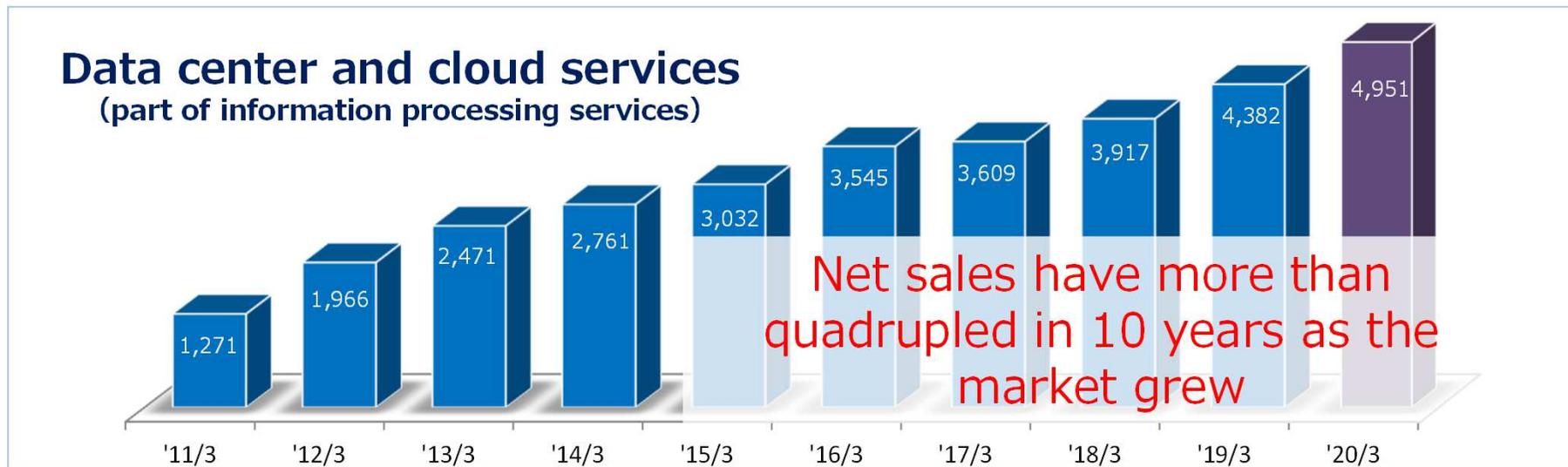
		Fiscal year ended March 2019	Fiscal year ended March 2020	Change	
				Amount of change	Percent change
Information processing services ①	Net sales	10,091	10,819	728	7.2
	Gross profit	2,778	2,783	4	0.2
	Ratio of gross profit to net sales	27.5	25.7	(1.8)	-
System development services ②	Net sales	16,395	18,924	2,529	15.4
	Gross profit	3,639	4,136	496	13.6
	Ratio of gross profit to net sales	22.2	21.9	(0.3)	-
Product sales	Net sales	1,104	1,353	248	22.5
	Gross profit	167	176	8	5.4
	Ratio of gross profit to net sales	15.2	13.1	(2.1)	-
Total	Net sales	27,591	31,097	3,505	12.7
	Gross profit	6,586	7,096	510	7.7
	Operating income	2,345	2,501	155	6.6
	Operating margin	8.5	8.0	(0.5)	-

(Main factors)

- ① Starting with large projects acquired in the previous fiscal year, the use of data centers by existing customers increased steadily. As a result, data center services and cloud services, which have a high profit rate, were strong performers, and sales and income increased.
- ② With software investment providing a boost, the development of systems for the distribution services industry and others was strong, and the consolidation of Software Control Corporation in October 2018 made contributions, resulting in higher sales and income.



- Data center and cloud services, our mainstay business saw a steady increase in use by existing customers, including the large projects that expanded in the previous fiscal year.
- In data processing service (SS) services, the volume of commissions from existing customers was solid.
- Net sales for information processing services in total increased 7.2% over the previous year, reaching a record high.



inet Trends in net sales for system development services

(Unit: Million yen)



- Systems construction for the distribution services industry, such as supermarkets and convenience stores, was a strong performer.
- In addition to the former projects with public institutions, points of contact with private-sector start-up companies are also increasing in the space development field.
- Software Control, which became a consolidated subsidiary in October 2018, contributed to net sales, and the controls area was solid.



inet Balance sheet (consolidated)

(Unit: Million yen, %)

	End of fiscal year ended in March 2019		End of fiscal year ended in March 2020		Change over end of previous fiscal year	
	Amount	Constituent ratio	Amount	Constituent ratio	Amount of change	Rate of change
Current assets	9,997	35.1	9,628	32.5	(368)	(3.7)
Non-current assets ①	18,518	64.9	19,960	67.5	1,442	7.8
Total assets	28,515	100.0	29,589	100.0	1,074	3.8
Current liabilities	7,933	27.8	8,407	28.4	473	6.0
Non-current liabilities	6,224	21.8	5,957	20.1	(266)	(4.3)
Total liabilities ②	14,158	49.7	14,365	48.5	206	1.5
Net assets ③	14,357	50.3	15,224	51.5	867	6.0
Total liabilities and net assets	28,515	100.0	29,589	100.0	1,074	3.8

(Major factors)

- ① Property, plant and equipment increased 1,392 million yen, primarily as a result of expansions to data centers.
- ② Short-term borrowings rose 543 million yen and lease obligations fell 284 million yen.
- ③ This resulted from a 1,012 million yen increase in retained earnings, a 12 million yen decrease due to Treasury share disposal; accumulated remeasurements of defined benefit plans fell 85 million yen due to fluctuations in the market share price and valuation differences on available-for-sale securities decreased 73 million yen, among other factors.

(Unit: Million yen)

	Fiscal year ended March 2019	Fiscal year ended March 2020	Change over previous year
	Amount	Amount	Change
Cash flow from operating activities	3,052	① 3,965	912
Cash flow from investing activities	(3,074)	② (3,872)	(798)
Cash flow from financing activities	17	③ (308)	(326)
Change in cash and cash equivalents	(3)	(216)	212
Balance of cash and cash equivalents at beginning of period	3,303	3,299	(3)
Balance of cash and cash equivalents at end of period	3,299	3,083	(216)

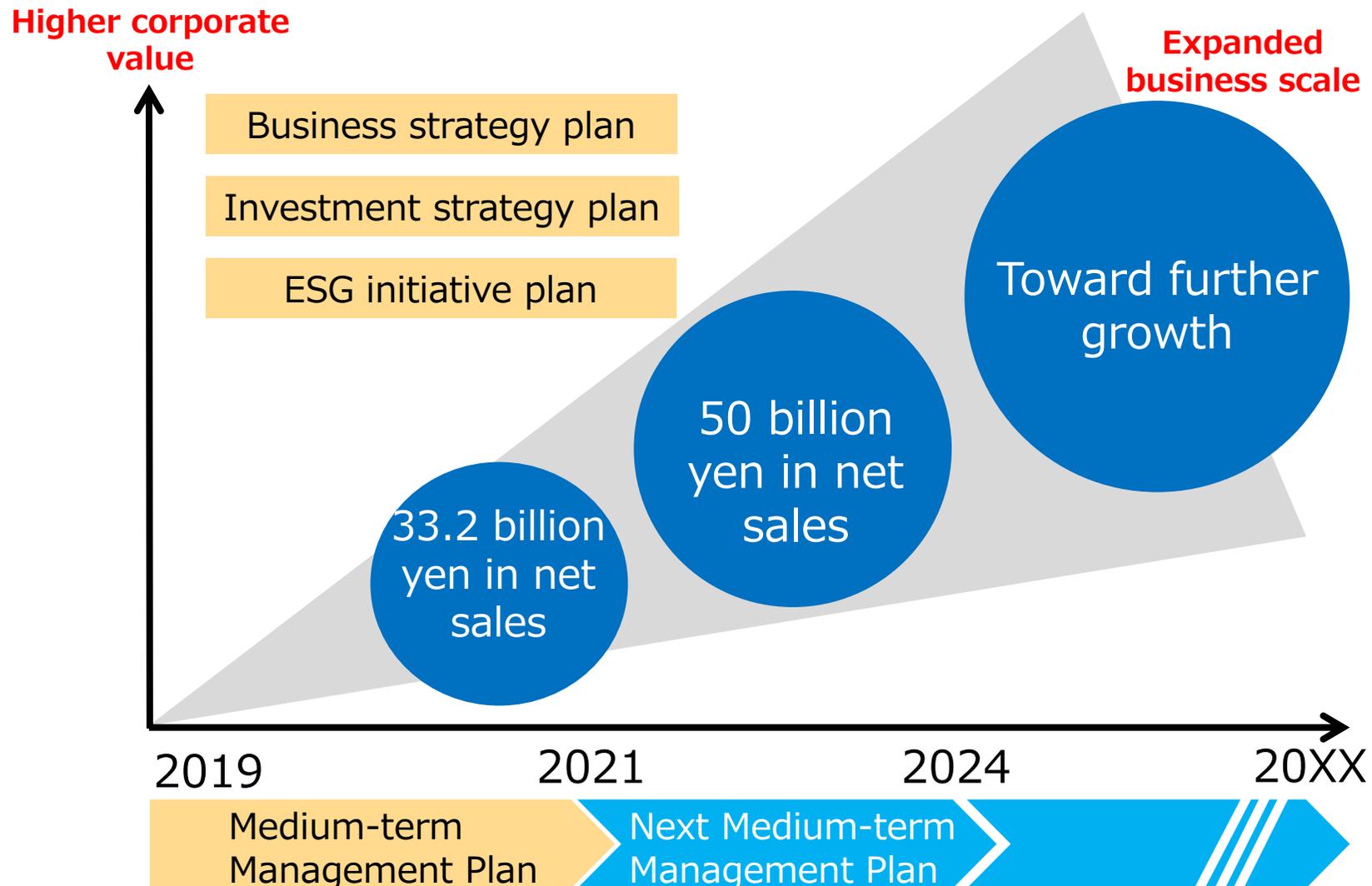
(Main factors)

- ① Increase: 4,162 million yen from internal reserves due to income and depreciation, 341 million yen increase in accrued consumption taxes
Decrease: 810 million yen payment of income taxes
- ② 3,332 million yen in expenditures to expand data center facilities following orders for large projects
- ③ 660 million yen increase in interest-bearing liabilities, 308 million yen in the repayment of lease obligations, and 659 million yen in dividends paid



3. Initiatives in Medium-term Management Plan (Fiscal 2019-Fiscal 2021)

~keep growing while changing~



Strengthen ties
with customers

Protect



Enter new markets
and service areas

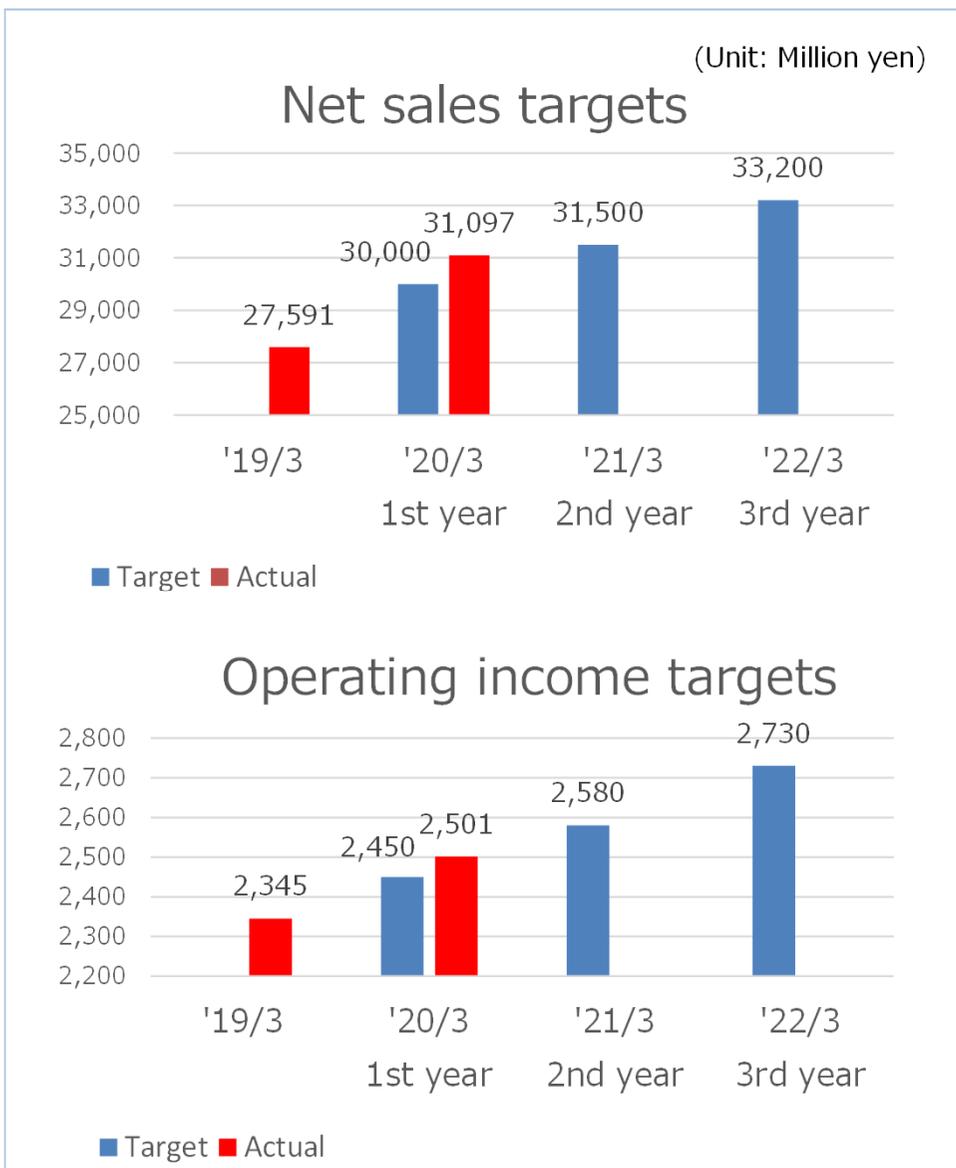
Offense

Ensure that customer comes first

Proposals with added value

Develop products and services with growth
potential

Invest in human resources



Status in first year of plan

- Net sales increased for the ninth straight year and net income rose for the tenth straight year, showing that we have made major strides in achieving our targets.
- Data center and cloud services were solid.
- System development field was strong due to high demand for IT investment.

Plan for second and third years

- Respond proactively to customers' DX needs
- Improve product and service capacity for big data, AI and fintech
- Strengthen pursuit of cloud services
- Address needs for workstyle reform such as telework
- Work with private-sector venture companies and others in the space development field

We will accurately identify customer needs and continue to meet our targets.



3. Initiatives in Medium-term Management Plan

Business strategy plan

Investment strategy plan

ESG initiative plan

Cloud and data center services will focus on three strategies

Sales

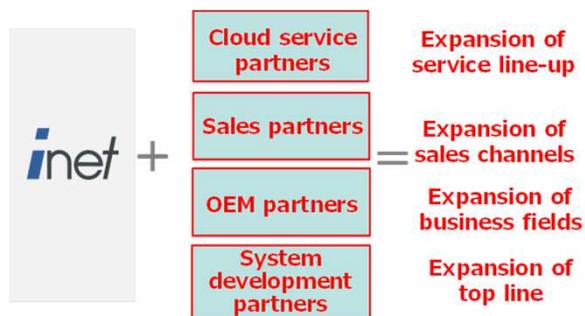
Partner strategy,
Channel strategy

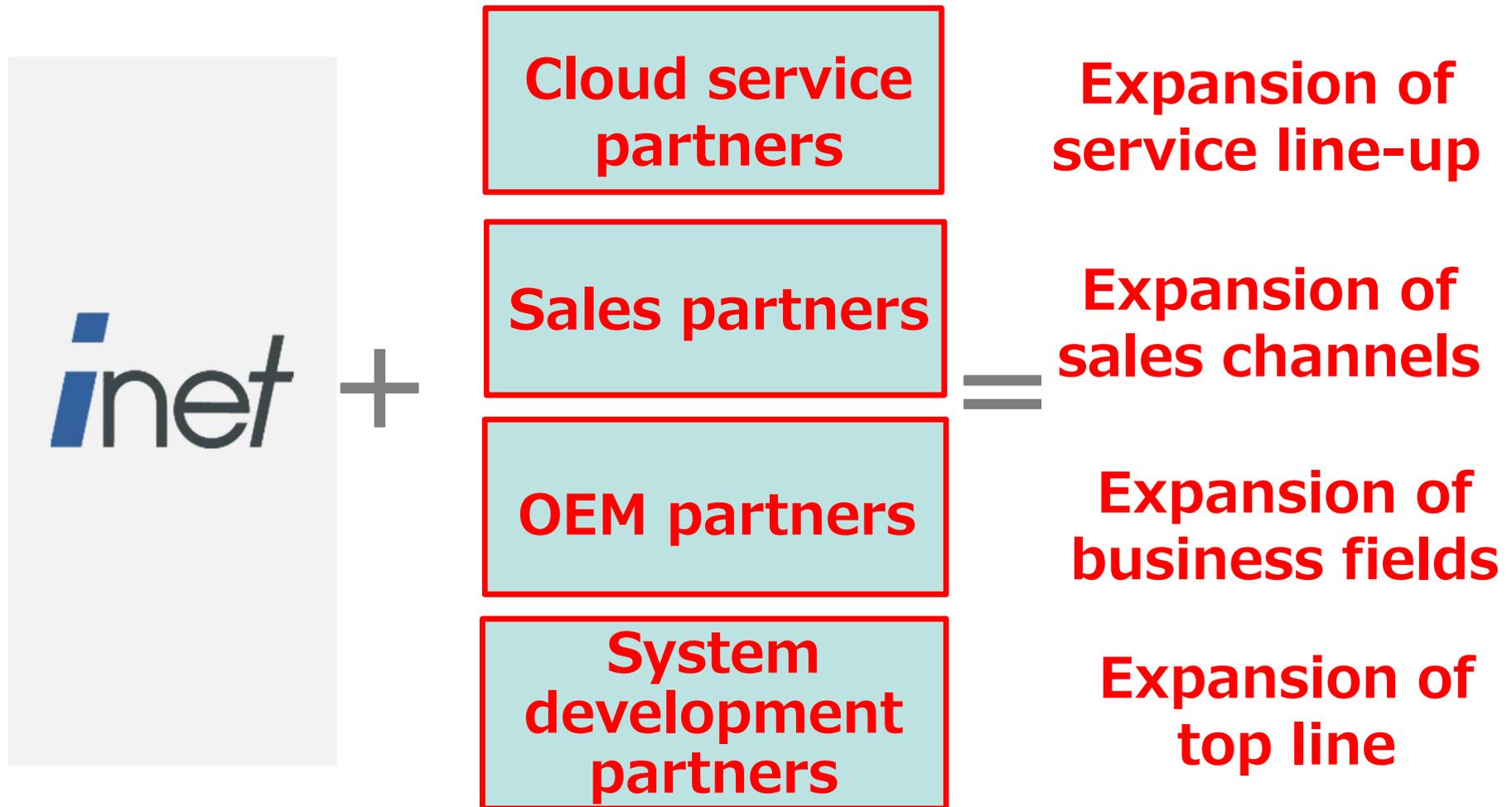
Services

Cloud partner
strategy

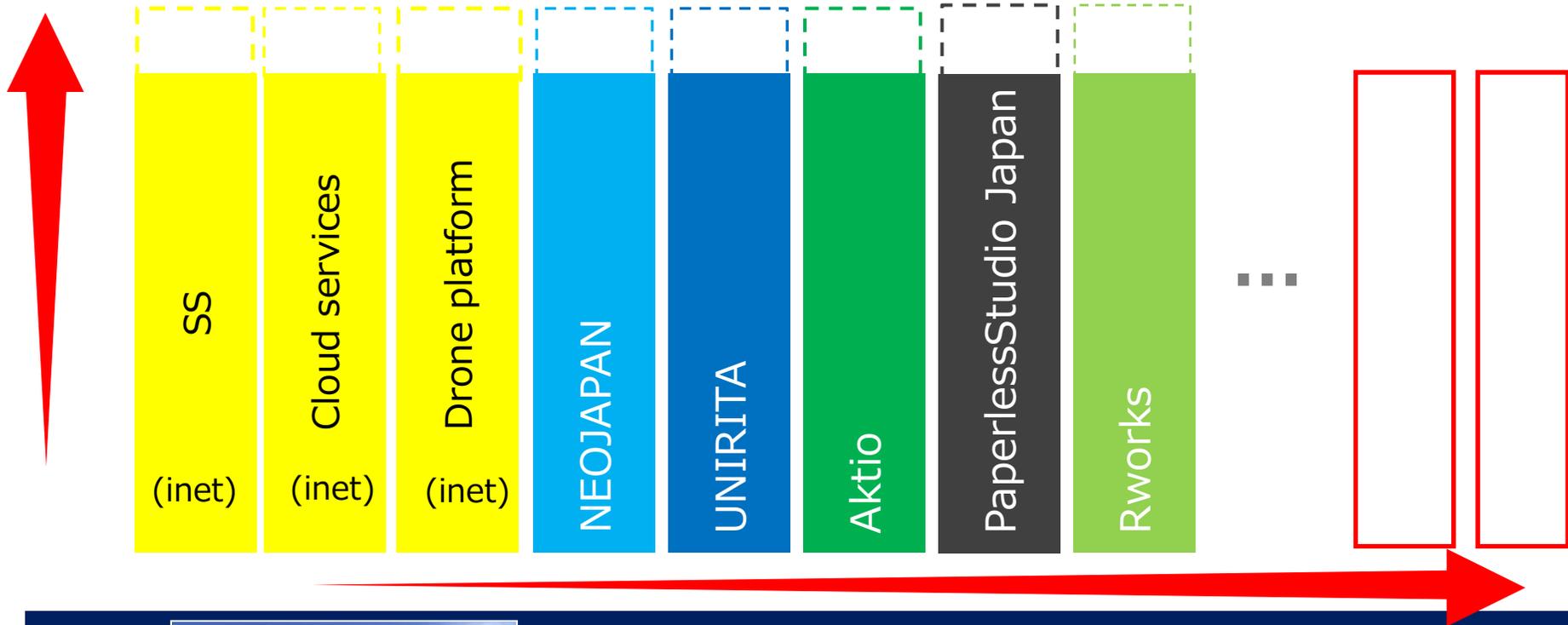
Data

Platform
strategy

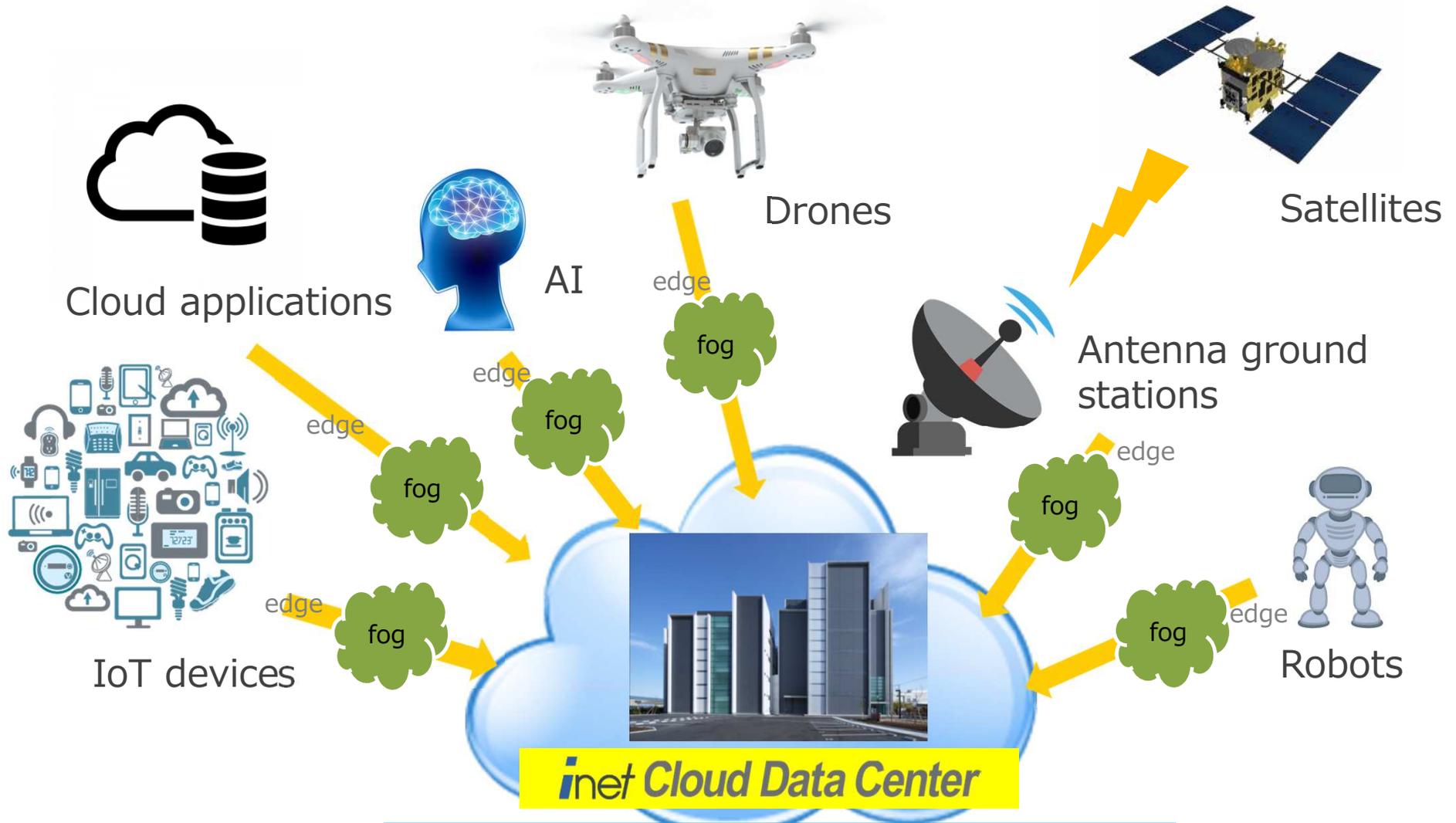




As a **platform** provider,
we will combine cloud infrastructure (NGEC) and applications as a service.



Next Generation
EASY Cloud[®]
Cloud Data Center



Every kind of data flows to data centers



Workstyle reforms

- Set up a telework promotion contact point and provide remote desktops and other tools



Data and AI

- Expand the fields of data science and AI business
- Augment AI cloud services to mid-sized and small- and medium-sized companies and strengthen sales



Fintech

- Strengthen and adjust financial packages tailored to change needs in financial market, monitor future market trends, revise financial products, expand system scope, and plan and consider package updates based on cloud compatibility



Solutions for specific industries and applications

- Utilize our expertise in sales management operations for the distribution industry to differentiate ourselves from competing companies
- Modernize AS400 legacy assets
- Pursue BIM and CIM businesses for the construction industry
- Pursue infrastructure inspection services for local governments (Kimitsu model)



5G

- Regional broadband wireless access (BWA) initiatives, high-speed data communications helping to improve local public services

Structural reforms implemented to promote DX (April 2020)

Response to DX needs

- ◆ Solutions Department reorganized as Digital Transformation Department

Utilize cloud, data science, AI and IoT technology to support customers in reaching their DX goals

Strengthen data center business

- ◆ Reorganization of Data Center Department
Expand data center business and develop new business
- ◆ Set up IT Managed Services Department and strengthen system

Expand operation management functions, consolidate cloud service technology support and product marketing functions, strengthen the system in terms of both protective and offensive aspects in running data centers

- ◆ Shift from two business divisions in one department to two departments and five divisions

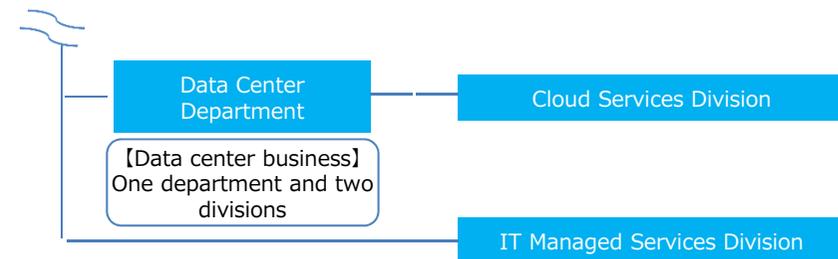
Strengthen R&D functions

- ◆ Establish new R&D Office

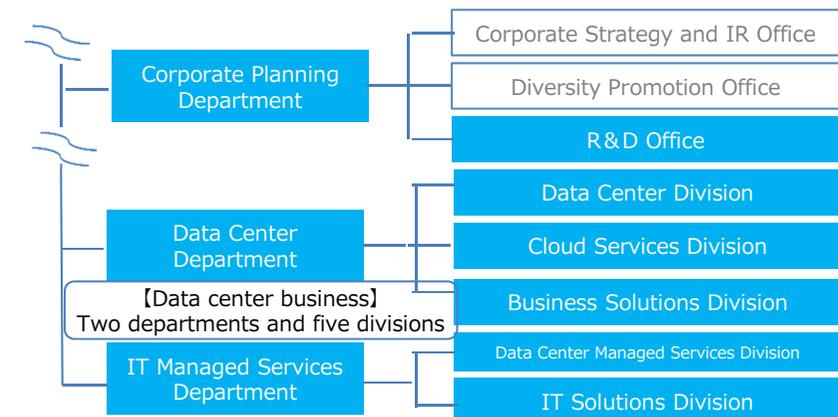
R&D Office has been under the jurisdiction of the Corporate Planning Department and will pursue company-wide initiatives with the aim of generating new innovation

Organizational chart

Before change



After change



As the novel coronavirus spread, we set up a dedicated contact point to support telework tools in order to promote work-style reforms (March 2020).

VIDAAS[®]
by *Horizon DaaS*

Remote desktop:
Workplace computer can be used anywhere,
anytime, including at home

 ChatLuck

Business chat:
Chat tool exclusively for business that is easy
to use

 **Mobile Meets**[®]

Web conferencing system:
Video conferencing tool with high sound
quality and high picture quality

Cloudstor[®]
Private Cloud HDFS Storage Service

File-sharing service:
Secure file-sharing service

We sincerely hope that the novel coronavirus outbreak subsides as soon as possible.

Inquiries for an overview of
the dedicated support line





3. Initiatives in Medium-term Management Plan

Business strategy plan

Investment strategy plan

ESG initiative plan



Data center/Cloud platforms

- Development of a next-generation cloud platform that takes cloud infrastructure (NGEC) to the next level
- Upgrade data center facilities, increase floor space, and systematically carry out expansions
- Expansion of data analysis and data science business



Human resource strategy

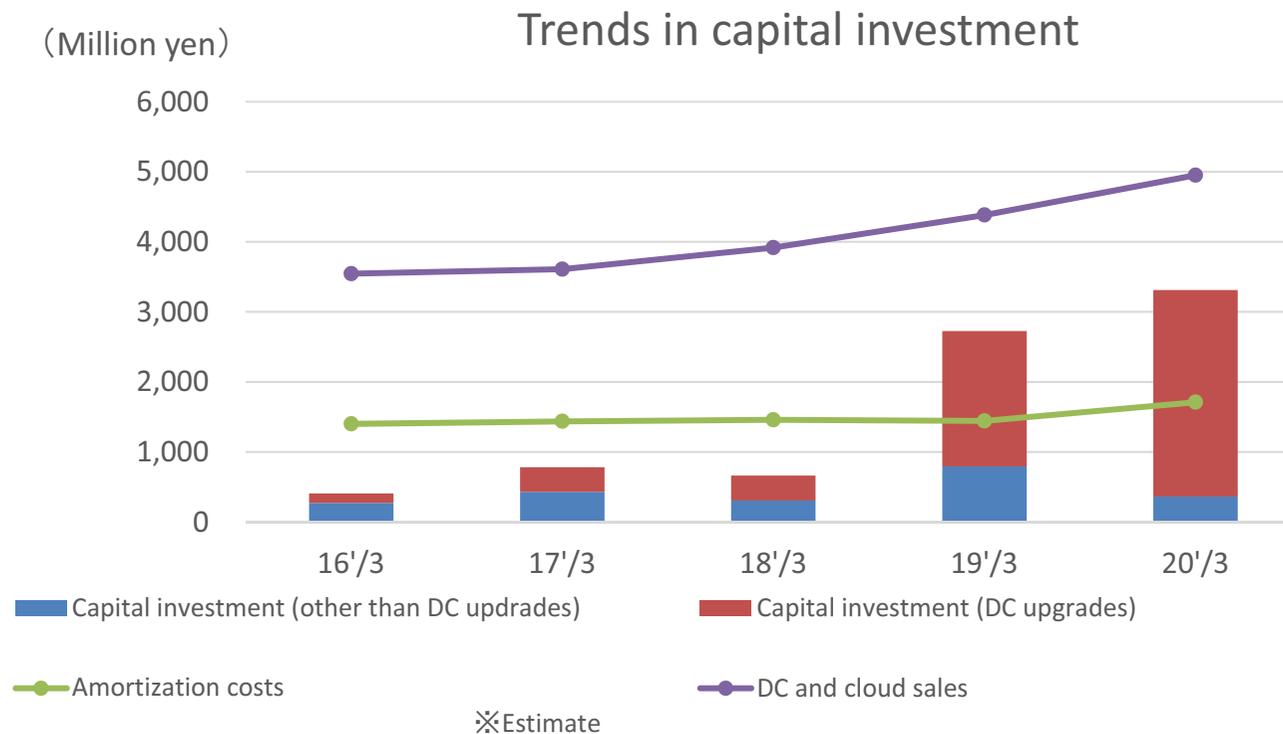
- Implement measures to achieve targets for number of new graduate hires, strengthen hiring of mid-career hires who can immediately be effective
- Reinforce education and training programs and their substance to enhance human resource capacity at each level



Overseas business

- Build business foundation in Southeast Asia (plans to set up a business base)
- Aim to expand services with areas of expertise and cutting-edge technology

- Capital investment focused on data centers, which are the core of our services
- As customers use data centers, we regularly update facilities, and recently have augmented facilities in line with large-scale projects.



New graduate hires

Trends in number of new graduate employees for I-NET on parent basis

Number of new graduate hires increases every year

Entry in April 2015	Entry in April 2016	Entry in April 2017	Entry in April 2018	Entry in April 2019	Entry in April 2020	Planned hires for April 2021
33	42	42	44	48	64	80

Mid-career hires

Hire professionals with cutting-edge IT skills such as data analysis and professionals who can immediately be effective in the space development field, an area on which we are currently focusing

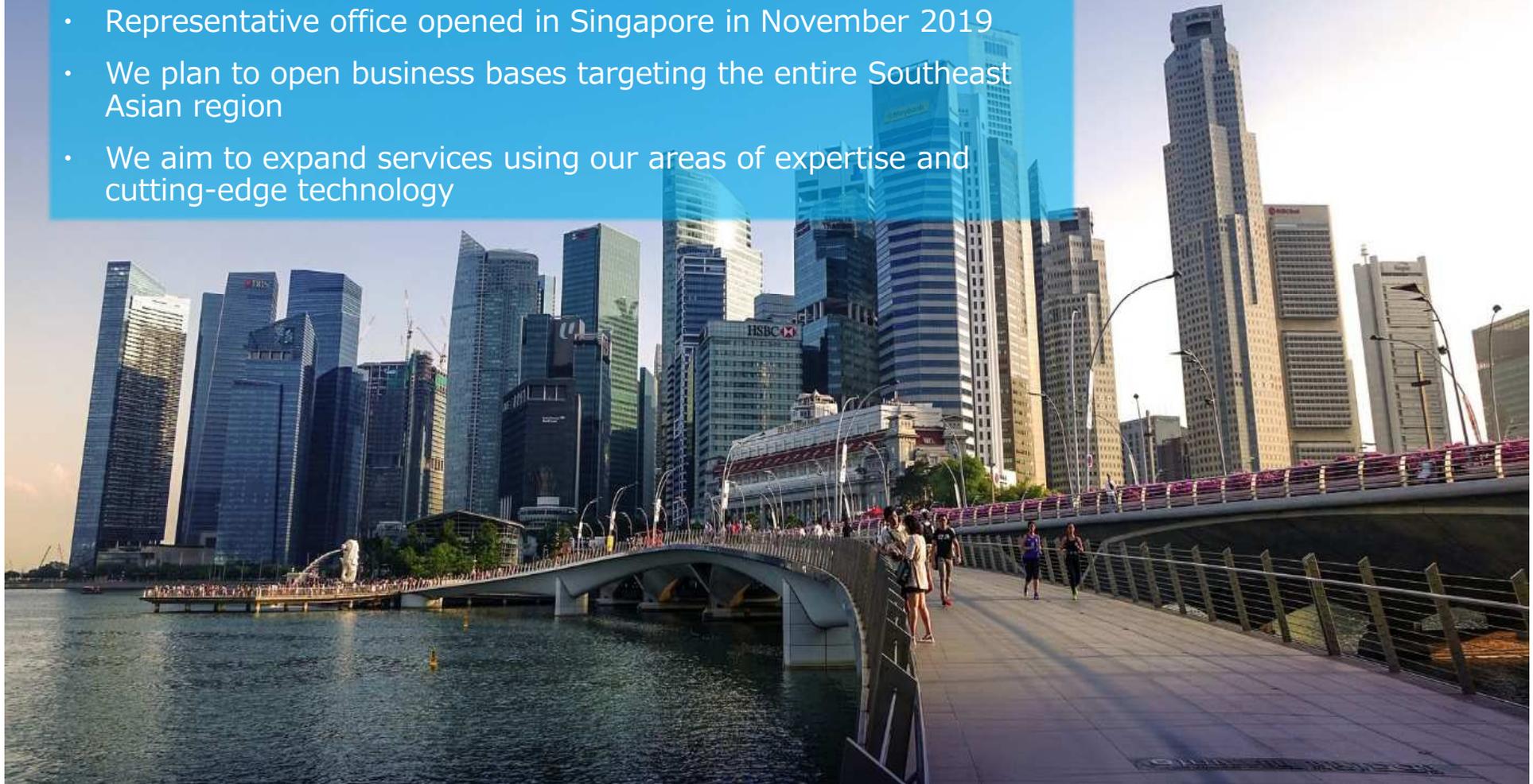
Human resource training

Training for each step along the career path

- New hire training → Six-month new hire training
- Annual training for young employees → Training for each class of new hires is provided annually
- Training for managers → Management training for newly appointed managers
- Management Academy → Special training to train future managers
- Many other theme-specific training programs, such as training to strengthen sales and diversity training

Building a business foundation in Southeast Asia

- Representative office opened in Singapore in November 2019
- We plan to open business bases targeting the entire Southeast Asian region
- We aim to expand services using our areas of expertise and cutting-edge technology





3. Initiatives in Medium-term Management Plan

Business strategy plan

Investment strategy plan

ESG initiative plan

Reinforcing system for fair and transparent corporate management

Shift to company with an Audit and Supervisory Committee

Strengthen supervisory functions of board of directors

- Audit and Supervisory Committee members, who supervise the job execution of board members, become members of the board of directors
- Audit and Supervisory Committee members have the right to vote in board of directors meetings

Establishment of Nominating and Compensation Committee

Strengthen independence and transparency, as well as accountability, of the functions of board of directors meetings

- Responsible for appointing and removing managers and nominating candidates for director positions
- Compensation for managers and directors, and other



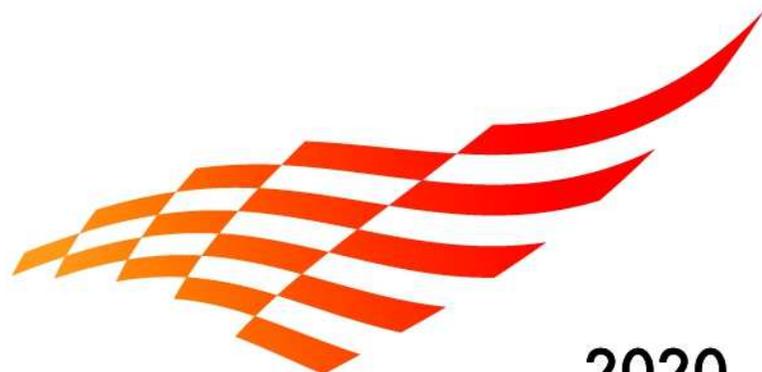
Strengthen supervisory function



Enhance transparency

I-NET recognized as a "White 500" organization in Certified Health & Productivity Management Organization Recognition Program in 2020 for second straight year

We aim for ongoing improvements to corporate value and will go even further in supporting efforts to promote employee health.



2020

健康経営優良法人

Health and productivity

ホワイト500

～Declaration of Health-Focused Management～

Based on the philosophy that employees are the greatest asset in management, I-NET recognizes employee health from a management perspective. We believe that the mental and physical health of employees is the source of sustainable corporate value improvement. Therefore, we will actively promote health management that supports employee health.



For details, see here→ <https://www.inet.co.jp/company/csr.html#a05>

In January 2020, I-NET's regional development foundation was authorized as a public interest corporation. By carrying out long-term and stable activities and supporting activities that contribute to the development of a better local community, we are implementing ESG activities and giving back to society.

I-NET's regional development foundation, a public interest corporation



Link for foundation's website
<https://www.inet-found.or.jp/>

The foundation carries out the following projects in the Kanagawa Prefecture region.

- ① Projects to support and provide subsidies or to assess and award the sustainability and activities of organizations that carry out activities related to the following activities
 - Sound training and education of children and youth
 - Sound mental and physical development through sports
 - Improve public sanitation
 - Environmental conservation and infrastructure
 - Sound development of local community
- ② Projects needed to achieve other objectives with public benefit

I-NET's regional development foundation was established by Noriyoshi Ikeda, I-NET's founder and chairman of the board, to provide support and advice on sustainable activities for organizations carrying out activities contributing to society in Kanagawa Prefecture (activities aimed at providing public benefit).

3. Medium-term Management Plan Initiatives



Topics

Capitalizing on our experience involved in space satellite development over many years, as well as the trust we have earned, I-NET is accelerating its affiliations and collaboration with private-sector space startup companies

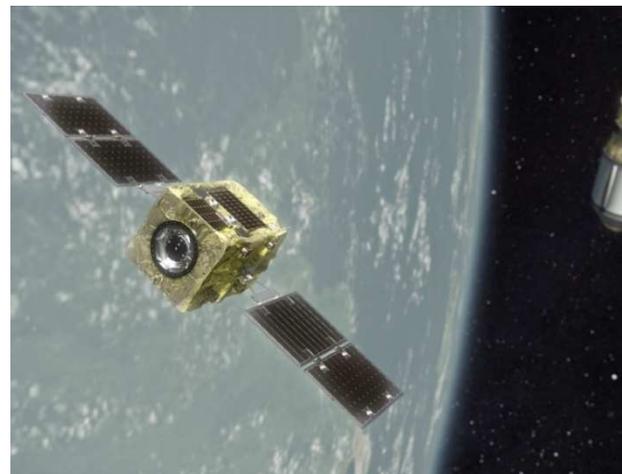
Over 40 years of achievements in space development field

I-NET has been involved in the design, inspection and operation of various satellites, from the geostationary meteorological satellite Himawari No. 1 in 1977 to the asteroid probe Hayabusa, which returned to earth in 2010.

(Investment)



In May 2020, I-NET directly invested in and formed an affiliation with Astroscale Holdings, Inc., a space startup that is one of the few companies with removal technology that can remove the space debris floating near the earth, a serious problem for the world's space business.



(Investments in fund)



In August 2019, we invested in Space aSTART's No. 1 Investment Business Limited Partnership, which specializes in space startups.

(Capital and business affiliations)



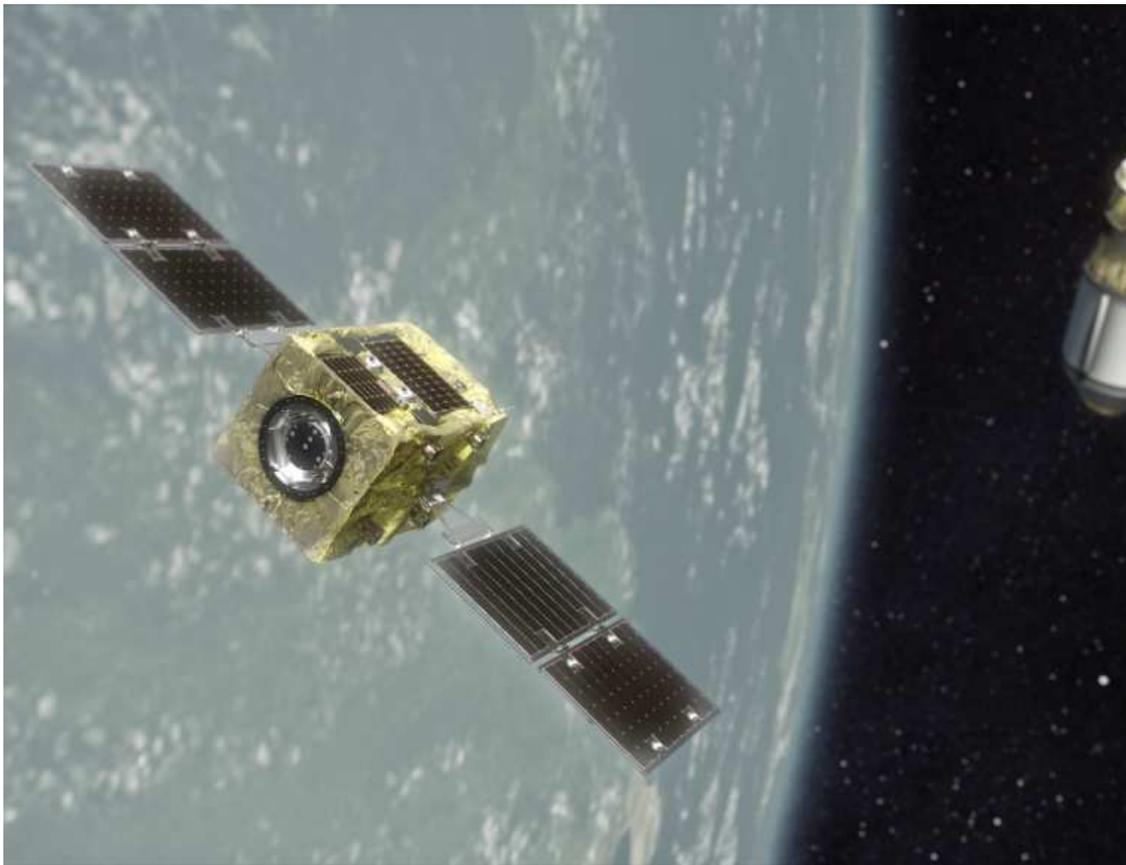
In September 2019, in addition to our business affiliation with the expansion of space startup SPACE WALKER's spaceplane business, we strengthened our relationship further with an investment.

(Business affiliations)



In September 2019, I-NET signed a business affiliation agreement for a manmade satellite project with Amanogi, a space startup that began at Tokyo Institute of Technology, which is providing star trackers manufactured in Japan.

In May 2020, I-NET invested directly in and strengthened its relationship with Astroscale Holdings, a space startup with cutting-edge technology that can solve the international problem of space debris.



Company name: Astroscale Holdings, Inc.

Established: May 2013

Business: Development of space debris removal technology and provision of services

Removal of space debris, or refuse floating near the earth, is a serious problem for the world's space business, and Astroscale is one of the few companies with removal technology.

※Space debris includes the skeletons of manmade satellites and rockets that are no longer being used and the fragments of debris created when satellites and rockets collide or blow up. At present, there are approximately 23,000 fragments that are 10 cm or larger, and this has become a major impediment to the use of space.

inet Topic ① Investment in space startup SPACE WALKER

In September 2019, in addition to a business affiliation, we strengthened our relationship with space startup SPACE WALKER further with an investment in the expansion of its space-plan project.

A white space shuttle with black circular windows and a red stripe, flying in space above Earth's horizon. The sun is visible on the left, creating a bright lens flare.

SPACE WALKER

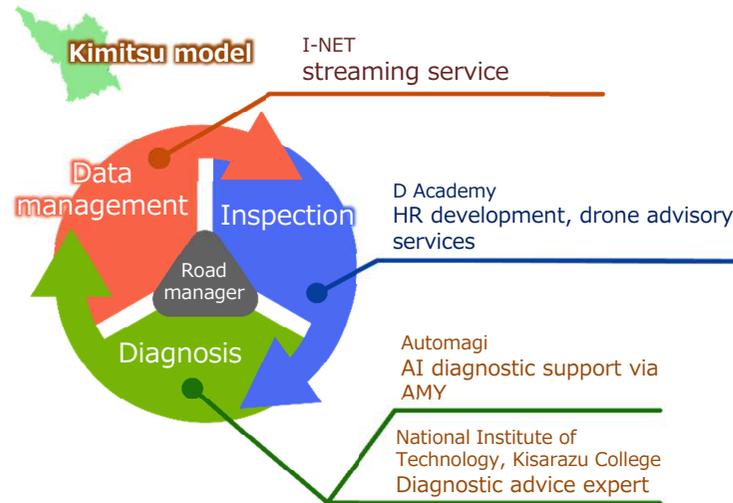
宇宙が、みんなのものになる。

©202003 SPACE WALKER, Inc

Demonstration experiments of bridge inspection methods utilizing drones (Kimitsu Model) were completed and full-scale deployment began (March 2020)



Presentation of results



Overview of demonstration experiments and photographs of Kimitsu model that was established are available here



Issues that can be resolved

Although much of the infrastructure built during Japan's period of rapid economic growth is nearing the limits of its useful life, local governments face a lack of inspectors and insufficient budgets.

The Kimitsu model has been established as a new bridge inspection method that can cut costs.

Markets going forward

A review of drone service markets by industry shows that drones are being increasingly used for infrastructure and equipment inspections. The use of drones is clearly effective in inspecting structures such as bridges, steel towers, ground stations, power facilities, plants, factories and buildings, and ships. (Source: Impress Corporation)

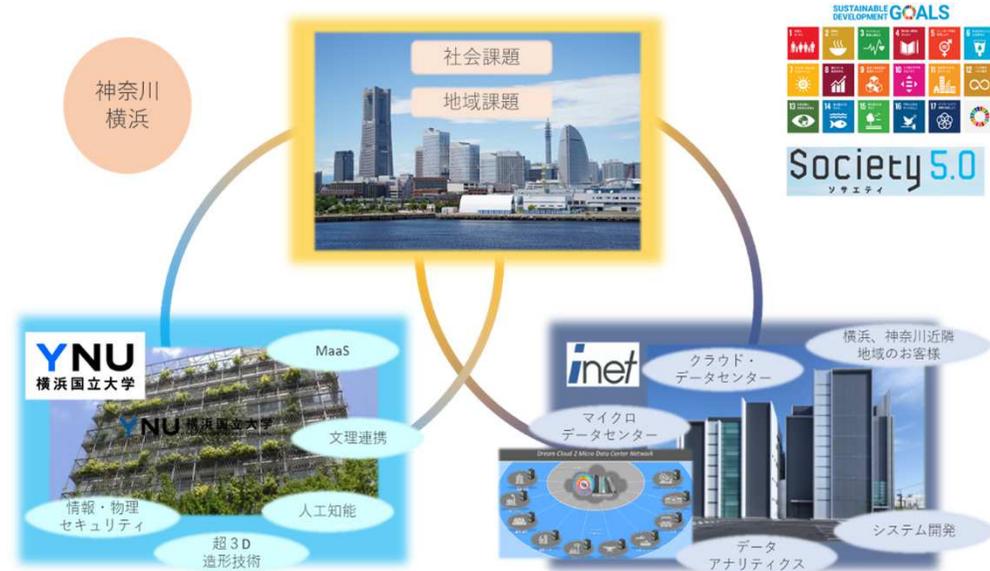
On December 10, 2019, Yokohama National University and I-NET announced at a press conference that they had signed an agreement to form a comprehensive affiliation.



Agreement signing ceremony

Purpose

To contribute to society by identifying society's and industry's issues and sharing knowledge about R&D that can help to solve these issues



Issues to be resolved as advocated in affiliation agreement

Areas for affiliation and collaboration

1. Review of value and issues sought by society and industries, and selection of R&D themes
2. Deliberation leading to joint research, commercialization and implementation
3. Employee interaction and meetings to exchange opinions to contribute to this affiliation
4. Cooperation related to building an information security management system



4. Full-year Earnings Forecasts

Consolidated earnings forecasts for fiscal year ending in March 2021

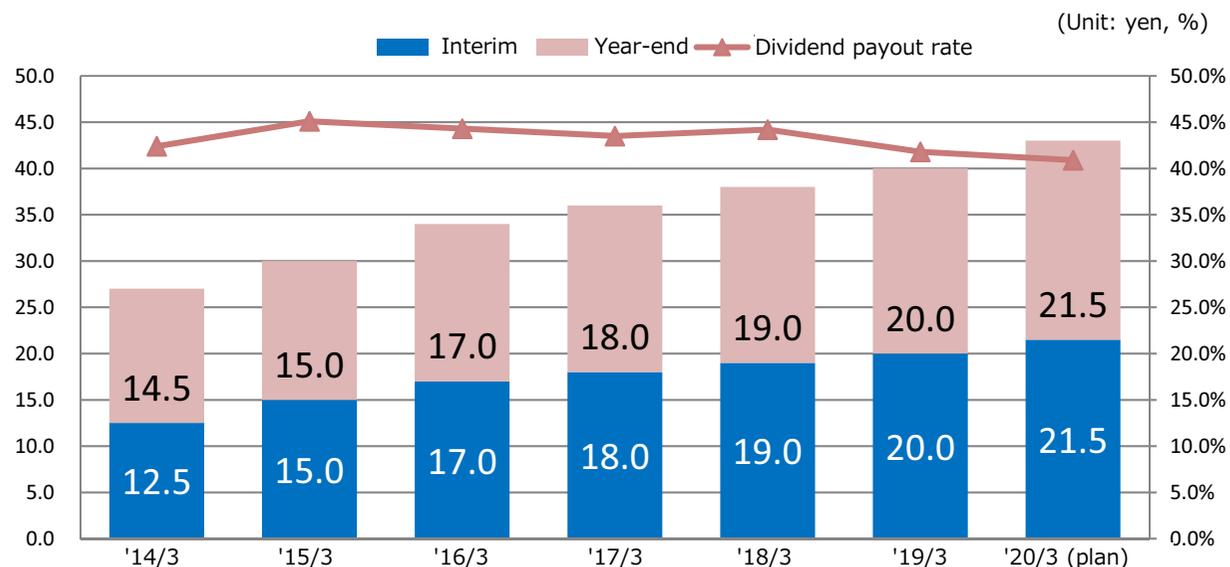
This fiscal year under review, the first year in our medium-term plan, got off to a smooth start, marking the ninth straight year of higher net sales, the tenth straight year of higher income and the eighth straight year of higher dividends. We are delaying the release of our consolidated earnings forecasts for the fiscal year ending in March 2021 because the unprecedented nature of this pandemic, which is unlike anything we have experienced before, means that we cannot adequately predict the impact of the growing spread of the novel coronavirus, although we have been making every effort to achieve the original target under the plan. We will announce our forecasts once we are able to make rational projections.

Management initiatives to tackle spread of novel coronavirus

Area	Initiatives
Employees	In principle, employees work from home (telework) or come to work at staggered times. Record daily activities so that activity logs can be promptly reviewed if necessary.
Customer response	Web conferencing and other tools used for meetings within and outside of the company Data centers that manage customers' data and BPO operations are stable
Event response	Seminars and participation in exhibitions are cancelled for a certain period Hiring activities are ongoing, with web-based briefings held
Other	Establishment of support line for telework tools (support in introducing remote desktop, business chat, web conferencing system, and file-sharing service is currently being offered)

《Dividend Policy》

Continue with stable dividends while retaining earnings to prepare for future capital demand



*We carried out a stock split on October 1, 2016, but actual dividends (estimates) are noted here (without adjusting for the impact of the stock split).

Plans for annual dividends per share (ninth straight year of dividend increases planned)

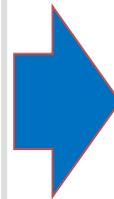
Fiscal year ended
March 2019

40.0 yen
Interim (20.0 yen)
Year-end (20.0 yen)



Fiscal year ended
March 2020

43.0 yen
Interim (21.5 yen)
Year-end (21.5 yen)



Fiscal year ending
March 2021

Undecided※
Interim (undecided)
Year-end (undecided)

※We plan to include an increase in dividends to commemorate the 50th anniversary of our founding, which will be celebrated in April 2021, as a sign of our appreciation to all shareholders.



Appendix

Strategies and Plans in Medium-term Management Plan

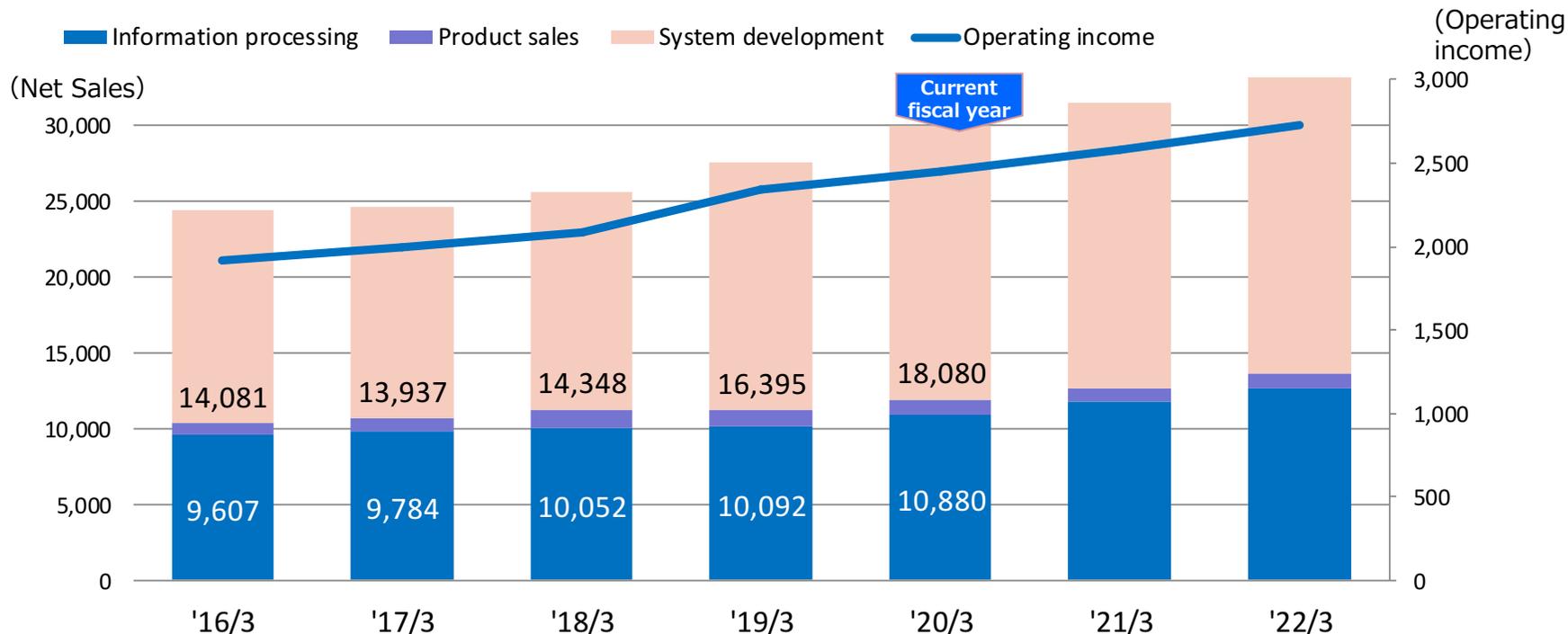
Earnings plans

Business strategy plans

Investment strategy plans

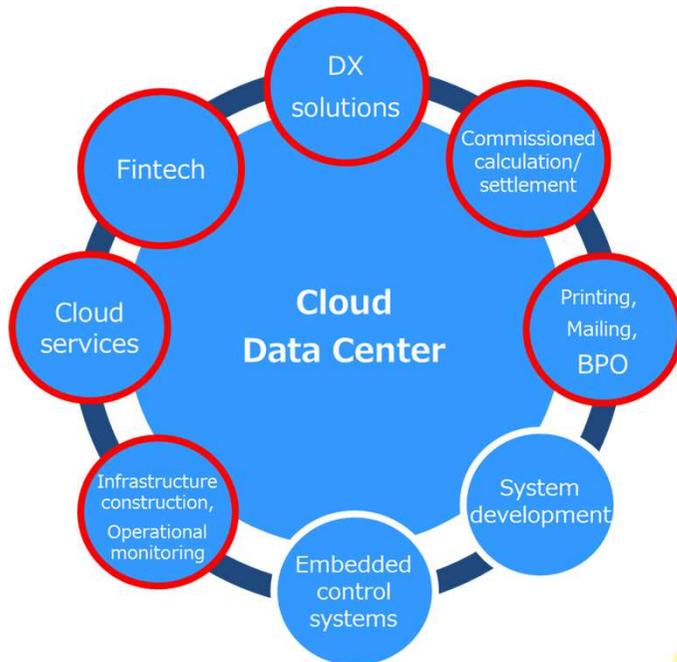
ESG initiative plans

(Unit: Million yen)



					(plan)	(plan)	(plan)
Net sales	24,434	24,617	25,615	27,591	30,000	31,500	33,200
Operating income	1,918	1,992	2,081	2,345	2,450	2,580	2,730
ROE	9.4%	10.7%	10.4%	10.9%	10.9%	11.0%	11.1%

Record high (under '19/3 and '20/3)



SS, Data processing service/settlement

- Raise percentage share of SS processing (33% to over 50%)
- Expansion of non-petroleum business utilizing nationwide network of sales branches
- Expanded sales of services to LPG distributors

Cloud services

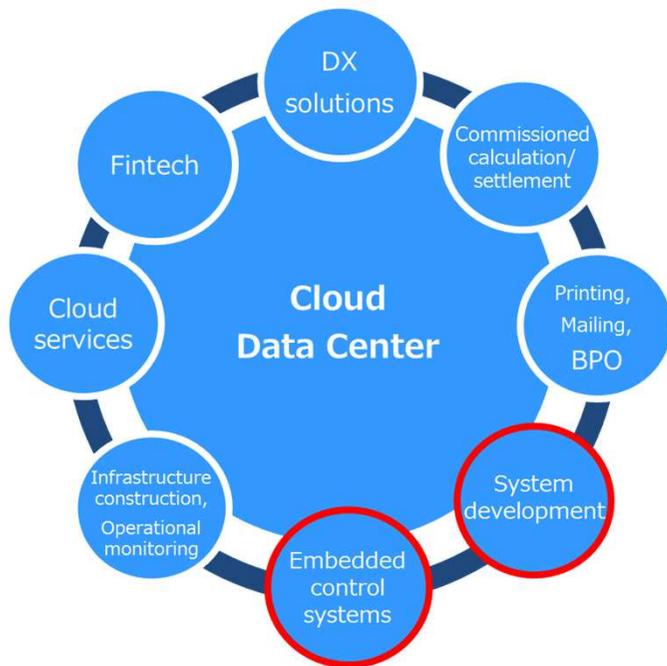
- Expansion of sales for cloud service infrastructure (NGEC)
- Strengthen and expand sales channels (increase resellers/develop OEM model)

Print and mailing service/ BPO

- Review and expand scope of services provided
- Aggressive expansion of BPO service business

DX Solutions

- Quickly generate sales in the BIM and CIM businesses utilizing drones
- Expand AI cloud services to mid-sized and small- and medium-sized companies and build sales
- Establish and expand IoT business model



Finance

- Strengthen and review financial packages aligned to changes in the financial market's needs

Distribution and services

- Differentiate I-NET from the competition by utilizing expertise in sales management operations for distributors (develop business introducing industry templates)
- Utilize expertise on modernization of AS400 legacy assets/expand orders

Space

- Expand scope of business by increasing tie-ups with partners such as new space companies and satellite development ventures

New markets and services

- Enter and expand new business markets
Parking lot-related, rental-related



R&D



HR Strategy

- Measures implemented to achieve targets for new graduate hires, strategy for mid-career hires also implemented
- Education and training program to enhance skills of employees at all levels, and augmentation of content

Data centers

- Systematic upgrades to facilities at No. 1 and No. 2 data centers
- Review of guidelines for plans to increase floor area for data centers and add equipment

R&D

- Development of next-generation cloud platform that takes NGEC to the next level
- Developments in data analysis and data science business
- Use of manmade satellite data in business

Overseas business

- Consider ways to move overseas (plans to open overseas base in Southeast Asia)
Aim to expand services using areas of expertise and cutting-edge technology

Promote health-focused management

Diversity promotion

Based on our belief that employees are management's greatest asset, I-NET believes that the physical and mental health of employees is the key to raising corporate value sustainably, and pursues health management accordingly. In order to create a working environment in which all employees can exercise their strengths with peace of mind, we pursue reforms to work styles.



White 500	Eruboshi	Kurumin
Recognized in February 2019	Recognized in October 2018	Recognized in May 2012
METI, MHLW, other	Recognized by Minister of Health, Labour and Welfare	Recognized by Minister of Health, Labour and Welfare
(Key initiatives related to health) <ul style="list-style-type: none"> • Declaration of health-focused management • Ensuring that employees receive regular checkups, and follow up based on checkup results • Industrial doctors provided and health support office set up • Encourage employees to receive mental health tests 	(Key initiatives related to female participation in the workplace) <ul style="list-style-type: none"> • Ratio of women: 23.0% • Women account for 40% or more of new graduate hires • Formation of women's committee • Formation of Diversity Promotion Office • Appointment of female directors (two out of 11) • Kanagawa's Women's Participation Support Group 	(Key initiatives related to childrearing) <ul style="list-style-type: none"> • Expansion of shorter work hour program (until child is in third grade of elementary school) • Establishment of days on which all employees leave work on time • Maternity leave for spouse • Days off for memorials • Work from home program • Job return program

Promotion of employment for disabled people

10-year Anniversary of establishment

I-NET Data Service

A special subsidiary was established (authorized by Minister of Health, Labour and Welfare) with the aim of providing a place in which disabled people can thrive and receive support in living independently.

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Primary operations



Data entry



Scanning



Light work



Preparation of business cards, etc.



Growth of “Cheering on Working Moms” website to support childrearing and women’s participation in the workplace

Cheering on Working Moms

Support Team for Working Mothers was set up and is run as a search site for childcare centers that uses open data for Yokohama City.



<https://kosodate.inet.co.jp/>



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