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April 17, 2026

Company Name: Pole To Win Holdings, Inc.  
Representative: President & CEO Teppei Tachibana  
(Stock code: 3657, Tokyo Stock Exchange, Prime Market)  
Contact Person: Director & CFO Joji Yamauchi  
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## **Notice Regarding the Publication of a Report by a Consolidated Subsidiary**

### **~Pole To Win Achieves Male Parental Leave Uptake Rate Approximately Twice the National Average~**

We hereby announce that Pole To Win, Inc. (Head Office: Nagoya City, Aichi Prefecture; Representative Director & CEO: Kazuaki Shimura; hereinafter “Pole To Win”), a consolidated subsidiary of the Company recorded a male employee parental leave uptake rate of 77.8% in the fiscal year ended January 2026. This figure is approximately twice the national average of 40.5%, as published in the Ministry of Health, Labour and Welfare’s 2024 Basic Survey on Gender Equality in Employment.

Based on the belief that human resources are the source of value creation for our Group’s business activities, the Company has identified “securing and developing diverse talent” as one of its material issues and has been promoting work-style reform initiatives. Across the Group, flexible working arrangements—such as flextime systems, remote work, and shortened working hours—have been introduced at the departmental or company level, enabling employees to work in ways that accommodate their diverse circumstances.

At Pole To Win, efforts are underway to establish systems that allow employees to choose work styles suited to their respective life stages. With regard to parental leave, the company has promoted workplace improvements and cultural change by enhancing support systems, including after employees return to work, and by visualizing parental leave utilization cases so that taking parental leave is treated as the norm. As a result, the male parental leave uptake rate increased significantly from 55.6% in the fiscal year ended January 2025 to 77.8% in the fiscal year ended January 2026, representing a year-on-year increase of 22.2 percentage points.

At present, we believe that this matter will have only a minimal impact on the Company’s short-term business performance. However, we also believe that it will contribute to reducing recruitment costs through lower employee turnover and to securing and developing diverse talent—the foundation of our business activities—as we advance the transformation toward a knowledge-intensive business model premised on the use of AI technologies. The Company will continue to strive to enhance its corporate value on a sustainable basis.

Please refer to the attached materials for details of the report.

- *Pole To Win Achieves 77.8% Male Parental Leave Uptake Rate, Approximately Twice the National Average*

## Pole To Win Achieves 77.8% Male Parental Leave Uptake Rate, Approximately Twice the National Average

Pole To Win, Inc. (Headquarters: Nagoya City, Aichi; Representative Director & CEO: Kazuaki Shimura; hereinafter "Pole To Win"), a company engaged in game QA, software testing, and internet support services, is pleased to announce that the childcare leave uptake rate among its male employees has reached 77.8%.

This uptake rate significantly exceeds the national average of 40.5% (FY2024) published by the Ministry of Health, Labour and Welfare, reaching approximately twice the national level. We believe this achievement is attributed not only to the establishment of systems but also to a shift in organizational culture where taking leave is considered the norm.

At our company, taking paternity leave has become established not as a "special choice" but as a "natural behavior." In addition to making leave-taking examples visible and establishing system guidelines, we have introduced flexible work arrangements such as flextime and remote work tailored to job content and departmental characteristics. Through these efforts, we are promoting organizational culture transformation that goes beyond mere system establishment.

By advancing these initiatives in an integrated manner, we have created an environment where taking leave is not just "easy to take" but "expected."



## Pole To Win's Childcare Leave Uptake Rate

### High Rates for Both Men and Women: Becoming a "Company-Wide Childcare Leave Company"

The company's childcare leave uptake rate reached 79.6% overall (77.8% for men/80.6% for women), recording high levels for both genders.

**A distinctive feature is that the entire company is shifting toward an organization that assumes work-life balance with childcare.**

(Reference period: Feb.1, 2025 - Jan.31, 2026)

	All employees		
		Men	Women
Number of Childcare Leave–Eligible Employees	54	18	36
Number of Employees with Recorded Childcare Leave	43	14	29
Childcare Leave Take-up Rate (%)	79.6%	77.8%	80.6%

[Calculation Method]

Female childcare leave uptake rate (%) = "Number of female workers who took childcare leave (as defined in Article 2, Paragraph 1 of the Childcare Leave Act; the same applies hereinafter)" ÷ "Number of female workers who gave birth" × 100

Male childcare leave uptake rate (%) = "Number of male workers who took childcare leave" ÷ "Number of male workers whose spouses gave birth" × 100

## Comments from Employees Who Took Childcare Leave

### "I was able to establish family schedule planning and role sharing"

(Human Resources Division, HR Strategy Department, General Manager)

"The best thing about taking childcare leave was being able to establish family schedule planning and role sharing. It became valuable time to view childcare as work and think about how to balance two jobs. Also, regarding men taking childcare leave, when I took my leave, the executives were pleased, and I felt reassured to experience the company's positive attitude and understanding toward paternity leave."



**"After returning, I balance childcare and work through remote and in-office work according to my wife's situation"** (Corporate Strategic Division, Growth Marketing Department, Employee)

"During my childcare leave, I supported my wife who was unstable after giving birth. While sharing roles during the day and night, we could focus on her recovery while caring for our child, and I was able to spend each day watching our child grow up close. On the other hand, I also realized the significant physical burden of childbirth, the time needed for recovery, and the difficulty of simultaneously managing childcare, housework, government paperwork, and regular hospital checkups. After returning to work, I combine remote and in-office work according to my wife's situation."



## Support Systems Designed Through Post-Return

We have established a support system that covers not only taking childcare leave but also the period after returning to work.

- **Shorter work hours**
- **Leave to take care of a sick child**
- **Flextime system and remote work** (depending on job content and departmental characteristics)

We have established a system that allows employees to choose their work style according to their life stage.

## Future Prospects

Becoming a Company That Changes the "Standard of Working Styles"

Pole To Win will continue to promote organizational development based on diverse work styles and aim to contribute to "a society where everyone can naturally balance childcare and work."

## About Pole To Win, Inc.

Pole To Win, Inc. is a company primarily engaged in IT services including game QA, software testing, and internet support services. The company launched its game QA business in 1994 and achieved an 800% growth rate within five years of establishment. Since then, the company has continued to be a pioneer in the game QA industry.

In February 2022, the company absorbed and merged with its group companies. The company made a fresh start together with "Pit Crew," which has supported various web services through e-commerce fraud prevention and customer support, and "QaaS," which has contributed to bug resolution through software testing and quality consulting. We have been working to solve various customer challenges, primarily in the gaming and e-commerce industries. We will leverage the knowledge, expertise, and diverse talent cultivated through these experiences to improve the quality and value of services and products in society.

## [Company Overview]

Company Name: Pole To Win, Inc.

Headquarters: 1-5-9 Imaike, Chikusa-ku, Nagoya-shi, Aichi

Representative Director and CEO: Kazuaki Shimura

Business Description: Game QA, Internet Support, Software Testing

Established: January 20, 1994

Corporate Website: <https://www.ptw.inc/>

Service Website: <https://www.service.ptw.inc/>

note: [https://note.com/ptw\\_note](https://note.com/ptw_note)

Official X: [https://x.com/Pole\\_To\\_Win\\_](https://x.com/Pole_To_Win_)

期待通り、PTW  
予想以上。

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