

Tokyo Stock Exchange Prime Market: Securities Code 3992

Needs Well Inc.  
**Financial Results**  
**for the Second Quarter of Fiscal Year 2025**  
**(October 1, 2024 – March 31, 2025)**

May 12, 2025



**NeedsWell**  
Try & Innovation



1. 2025/9 2Q Financial report summary



2. Execution status of Operation 6.600



3. 2025/9 Results forecast



4. Growth strategy



5. Reference

# 1.1 Financial highlights

Operating profit margin was **14.6%**, more than double the industry average, retaining high profitability  
Achieved record-high profits in the interim accounting period

- ✓ Focus areas including **AI Solutions, Migration Development, and IT Outsourcing** expanded, with net sales by quarter reaching 104.3% year-on-year
- ✓ Contained the SG&A expenses ratio at a low level of 9.2% due to the effects of business improvement and productivity enhancement by utilizing AI and RPA
- ✓ Received orders for product sales planned for the first half, but postponed sales recording to the second half. Despite this, operating profit was 103.1% of the forecast.
- ✓ Despite concerns about an economic downturn due to U.S. tariff policies, there are no changes to the full-year earnings forecast

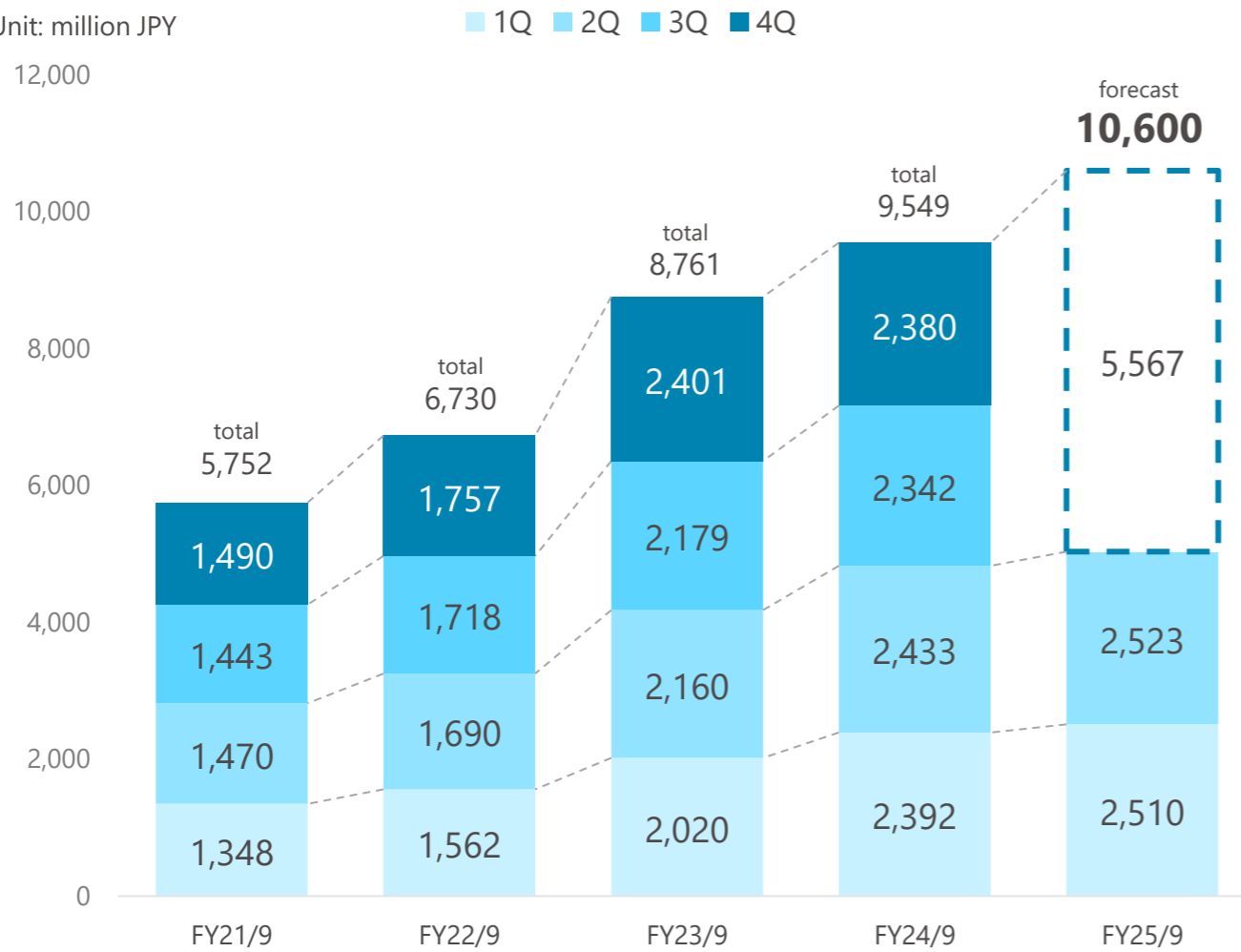


Net Sales	5,034	million JPY	YoY +4.3 %	
Operating profit	734	million JPY	YoY +5.3 %	Operating profit margin 14.6 %
Ordinary profit	742	million JPY	YoY +4.4 %	Ordinary profit margin 14.8 %

## 1.2 Trends/comparison by FY

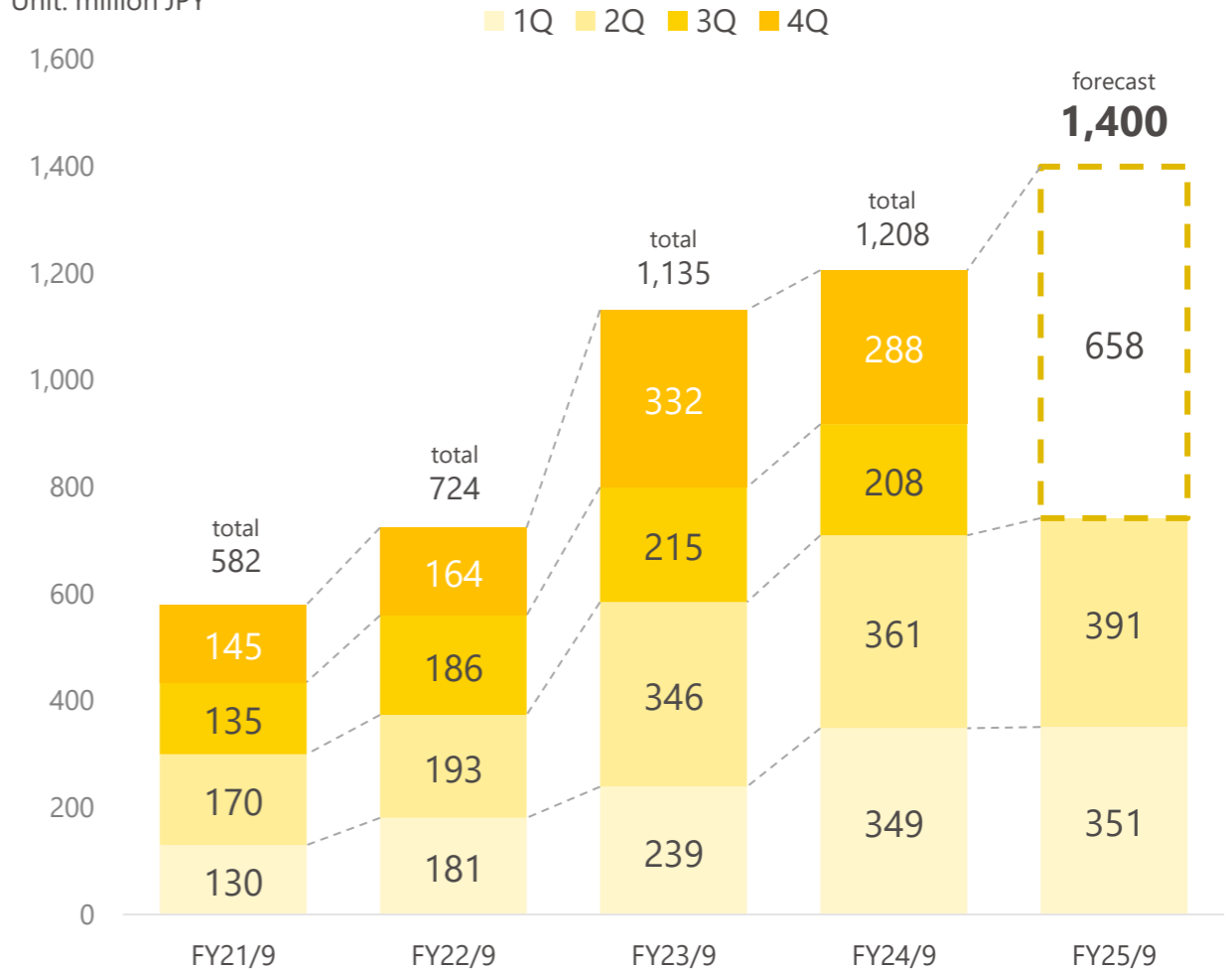
[Net sales by quarter]

Unit: million JPY



[Ordinary profit by quarter]

Unit: million JPY



## 1.3 Net Sales Trends by Service Line

Solutions stayed strong, achieving **123.9% year-on-year**  
(especially driven by AI Solutions reaching **160% year-on-year**)

### ✓ Summary of the Second quarter of 2025/9

#### ■ Business Systems SI **103.3% year-on-year**

Projects related to life insurance, social infrastructure, public sector, and AI remained steady.

Net sales of Migration Development reached 120% year-on-year.

#### ■ IT Infrastructure **91.3% year-on-year**

A new service was launched for Software Testing—test management services.

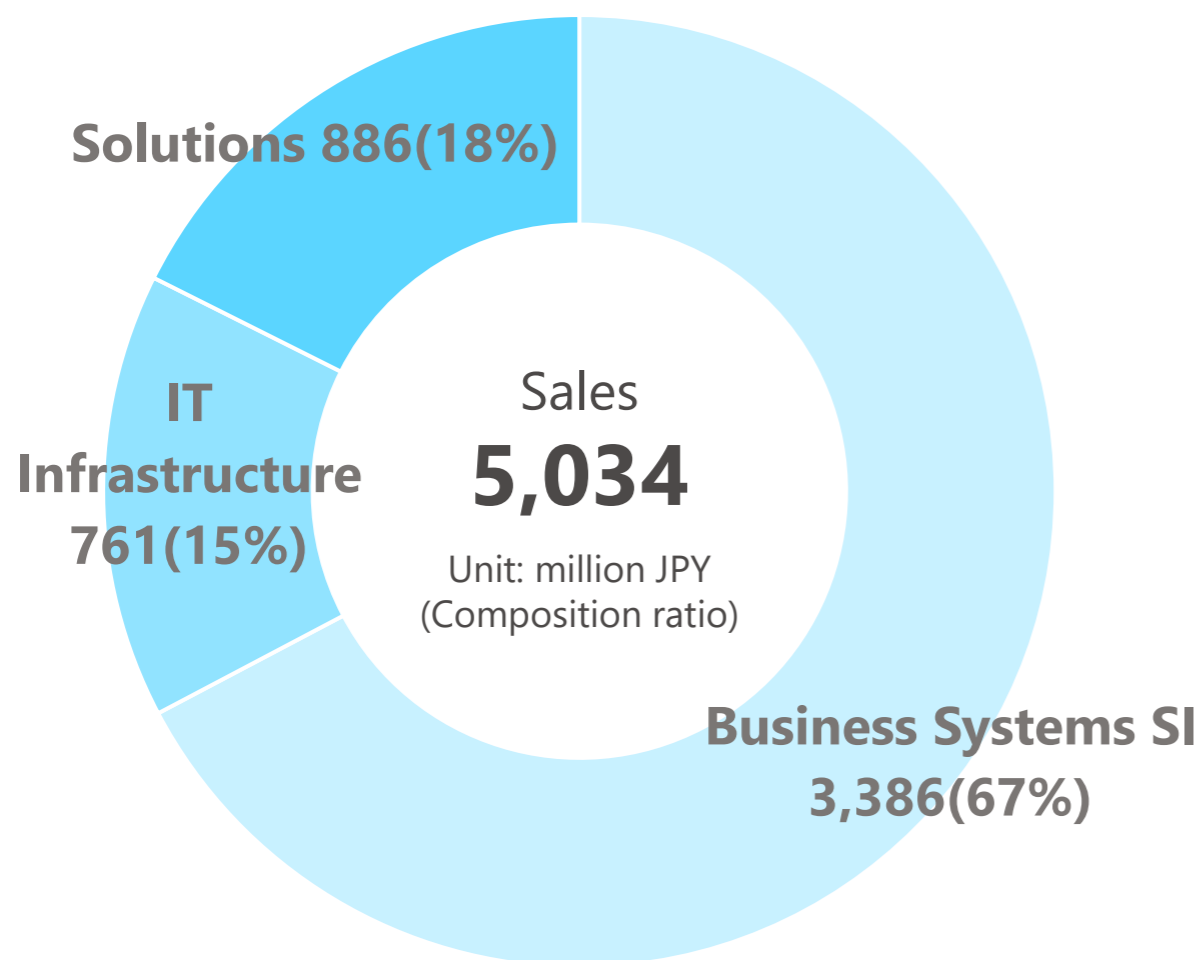
IT Outsourcing projects performed well, meeting the demand caused by talent shortages in corporate DX. Net sales reached 112% year-on-year, with service provision remaining stable.

Meanwhile, other areas including environment building showed sluggish growth.

#### ■ Solutions **123.9% 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.

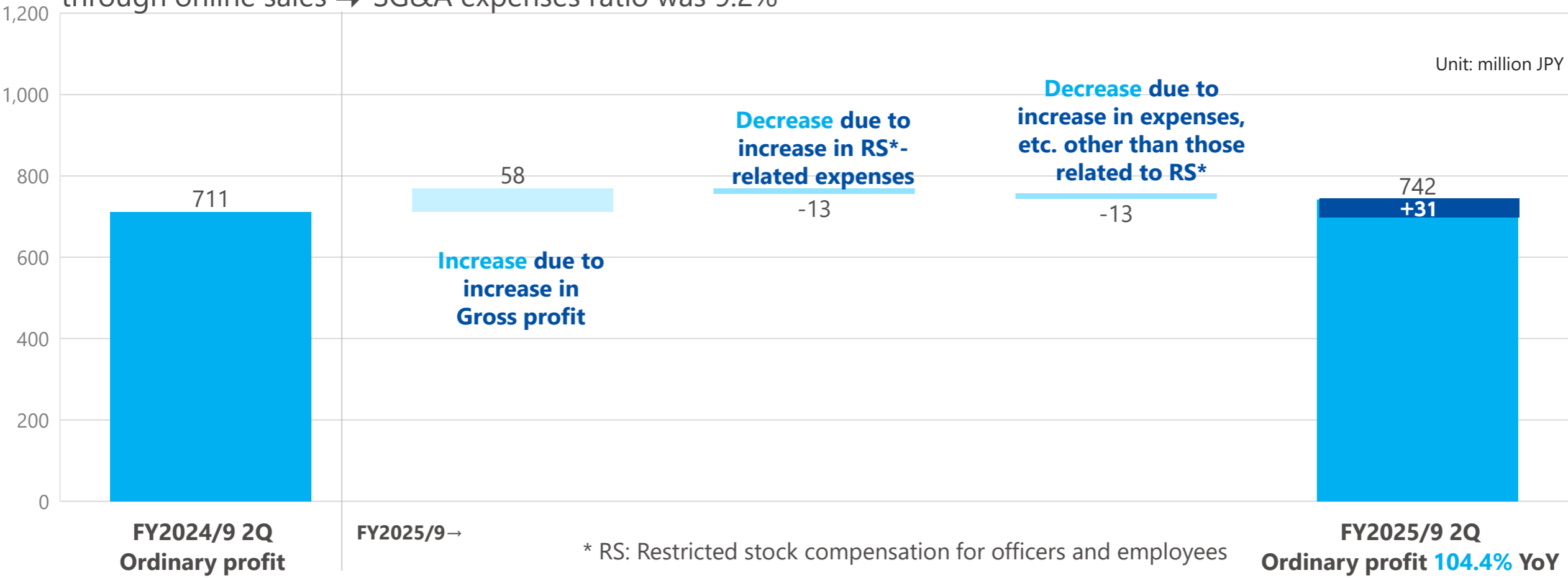
We embarked on industry-academia collaborative development with Nagasaki University of the medical AI solution Physician Scheduling.



# 1.4 Ordinary profit analysis

## Ordinary profit 104.4% year-on-year

- ✓ Gross profit increased by 58 million JPY (105.1% year-on-year) due to increased orders and acquisition of high-value-added projects.
- ✓ **SG&A expenses** remained at the same level mainly due to business efficiency improvement and higher efficiency through online sales ➡ SG&A expenses ratio was 9.2%



# 1.5 Profit & loss statement

## SG&A expenses rate , ordinary profit margin , and equity ratio achieved targets

### KPI achievement

Unit: million JPY	FY2024/9 2Q		FY2025/9 2Q				
	Result	Net Sales	Result	Net Sales	Year-on-year	Achievement rate	Forecast
Net sales	4,826	-	5,034	-	104.3%	47.5%	10,600
Business Systems SI	3,276	67.9%	3,386	67.3%	103.3%	48.9%	6,920
IT Infrastructure	834	17.3%	761	15.1%	91.3%	44.2%	1,725
Solutions	715	14.8%	886	17.6%	123.9%	45.3%	1,955
Gross profit	1,139	23.6%	1,198	23.8%	105.1%	-	-
Amortization of goodwill	27	0.6%	27	0.5%	100.0%	-	-
Others	415	8.6%	436	8.7%	105.2%	-	-
SG&A expenses	442	9.2%	463	9.2%	104.9%	-	-
Operating profit	697	14.5%	734	14.6%	105.3%	52.5%	1,400
Non-operating profit	14	0.3%	16	0.3%	113.3%	-	-
Non-operating expenses	1	0.0%	8	0.2%	817.0%	-	-
Ordinary profit	711	14.7%	742	14.8%	104.4%	53.1%	1,400
	711	14.7%	742	14.8%	104.4%	-	-
Income taxes	200	4.1%	249	5.0%	124.8%	-	-
Net profit	509	10.5%	490	9.7%	96.4%	52.0%	943

Item	Numerical targets	Results
Net sales growth rate	20% or more	4.3%
Gross profit margin	25% or more	23.8%
SG&A expenses rate	10% or less	9.2%
Ordinary profit margin	10% or more	14.8%
Equity ratio	60% or more	74.4%
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

\* Only major items are selected and presented.

# 1.6 Balance sheet

## Maintained a stable financial position (equity ratio : 74.4%)

*Selection of significant entries only		FY2024/9	FY2025/9 2Q	
Unit: million JPY		Result	Result	Year-on-year
Assets	Cash and deposits	2,095	2,139	43
	Accounts receivable - trade and contract assets	1,889	2,133	244
	Prepaid expenses	59	77	18
	Others	8	14	5
	Total current assets	4,052	4,365	312
	Buildings, net	42	40	-1
	Software	43	38	-5
	Software in progress	3	7	3
	goodwill	316	288	-27
	Customer-related assets	352	334	-18
	Investment securities	418	482	64
	Deferred tax assets	98	79	-19
	Leasehold and guarantee deposits	143	141	-2
	Insurance funds	76	76	0
	Other	104	87	-16
Total non-current assets		1,600	1,576	-23
Total assets		5,653	5,941	288

*Selection of significant entries only		FY2024/9	FY2025/9 2Q	
Unit: million JPY		Result	Result	Year-on-year
Liabilities	Accounts payable - trade	351	445	94
	loans	7	7	0
	Accounts payable - others	160	153	-7
	Accrued corporate tax, etc.	232	282	50
	Accrued consumption taxes	130	120	-10
	Deposits received	46	44	-1
	Provision for bonuses	298	273	-25
	Others	27	23	-3
	Total current liabilities	1,255	1,352	97
	loans	30	26	-3
	Long-term deferred tax liabilities	122	115	-6
	other	14	14	0
	Total non-current liabilities	167	156	-10
	Total liabilities	1,422	1,509	86
Equity	Share capital	908	908	0
	Legal capital surplus	794	796	2
	Retained earnings brought forward	3,212	3,361	149
	Treasury shares	-803	-798	4
	Valuation difference on available-for-sale securities	108	152	44
	Non-controlling interests	10	12	1
Total net assets		4,230	4,432	201
Total liabilities and net assets		5,653	5,941	288



1. 2025/9 2Q Financial report summary



2. Execution status of Operation 6.600



3. 2025/9 Results forecast



4. Growth strategy



5. Reference

## 2.1 Operation 6.600

Improved the payout ratio policy, increased dividends, and actively published press releases highlighting growth in the focus areas

\* Operation 6.600 : Aiming to achieve a [target stock price of 600 JPY](#) and [meet the continued listing criteria for the Prime Market](#) by June 2025

### Enhancement of returns for shareholders

- Improved the payout ratio policy from “35% or more” to “[45% or more](#)” (on January 21, 2025).
- 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 (January 21, 2025).
- Decided on introduction of [shareholder benefit program](#). QUO cards worth 15,000 yen will be awarded to shareholders who hold 1,000 or more shares of the Company with September 30 as the record date (April 15, 2025).

### Growth in focus areas and IR (press release issued on April 7, 2025)

- AI Solutions Business: 2Q net sales increased by 60% year-on-year
- IT Outsourcing Business: 2Q net sales increased by 12% year-on-year
- Migration Development Business: 2Q net sales increased by 20% year-on-year



1. 2025/9 2Q Financial report summary



2. Execution status of Operation 6.600



3. 2025/9 Results forecast



4. Growth strategy



5. Reference

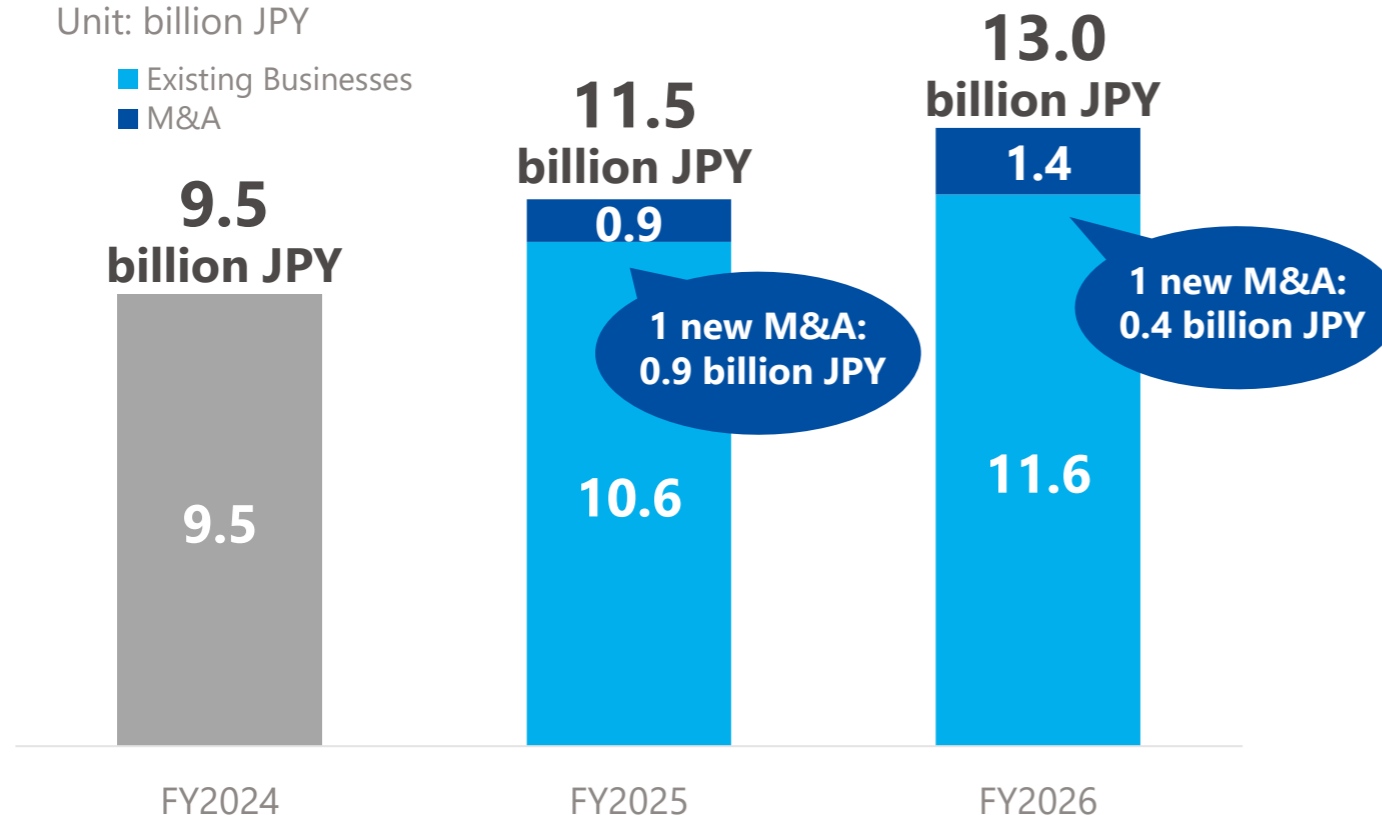
# 3.1 Medium-Term Management Plan (Consolidated)

**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

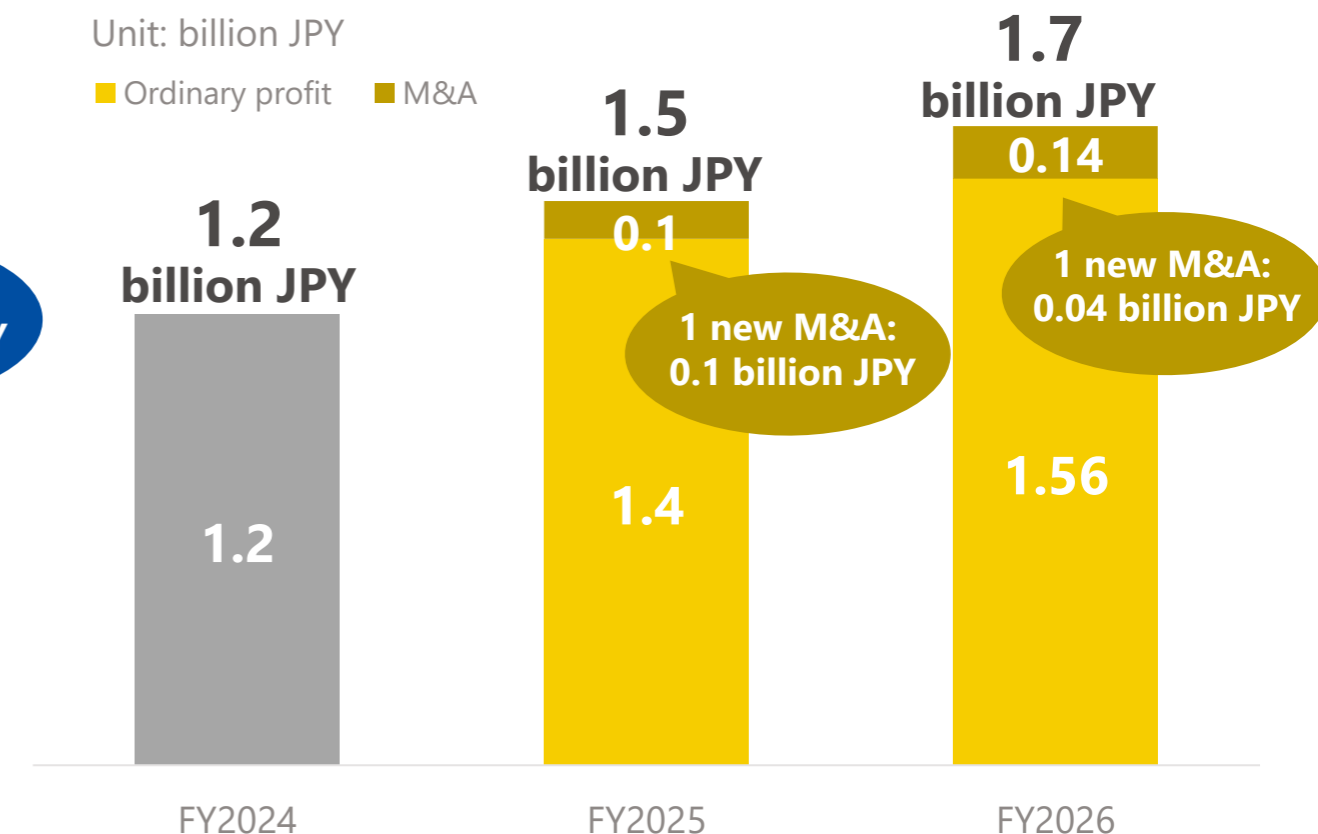
■ Existing Businesses  
■ M&A



[Ordinary profit by FY]

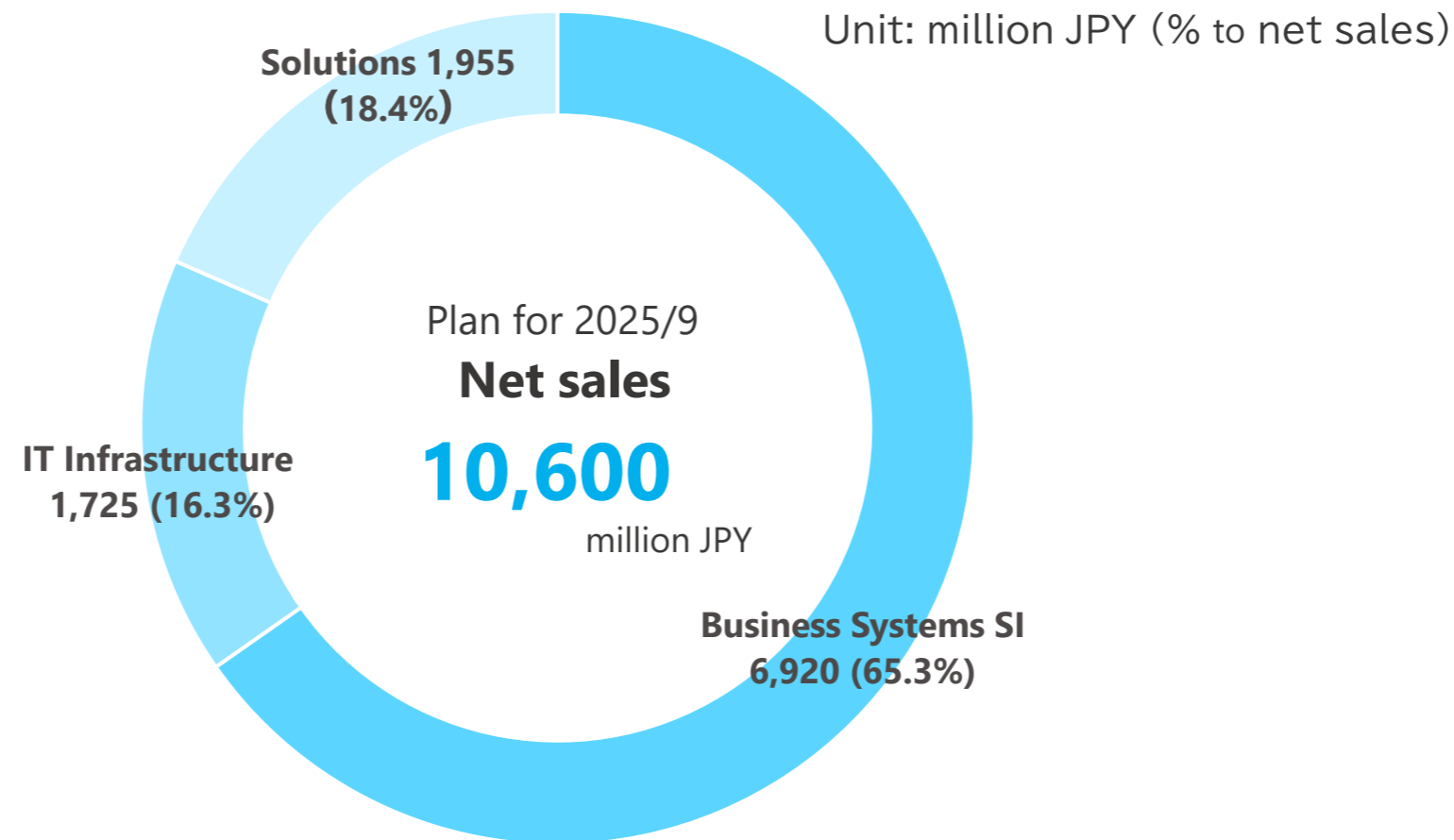
Unit: billion JPY

■ Ordinary profit  
■ M&A



## 3.2 Sales Plan by Service Line (Consolidated) for FY2025/9

Continue to focus on **Business Systems SI** as our core business, and expand high-demand, revenue-generating **IT Infrastructure** and **Solutions** further



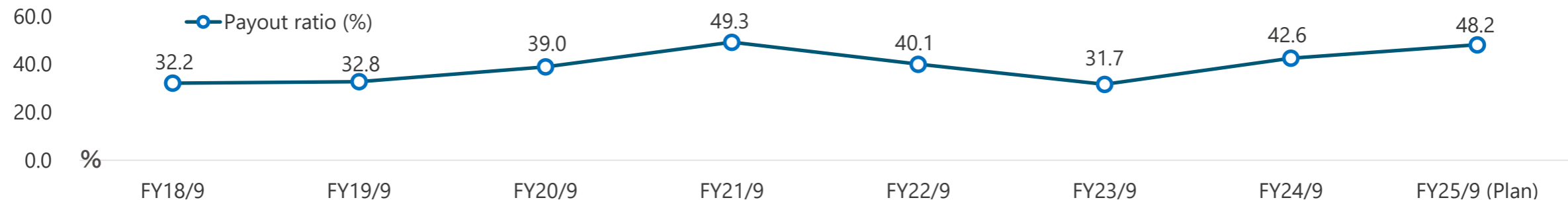
\* New M&As not included in net sales.

## 3.3 Shareholder returns

**FY25/9 Dividends per share: 12 JPY/share Payout ratio: 48.2%**

While emphasizing shareholder returns, we will work to increase employee salaries and bonuses in seeking economic growth and securing talent.

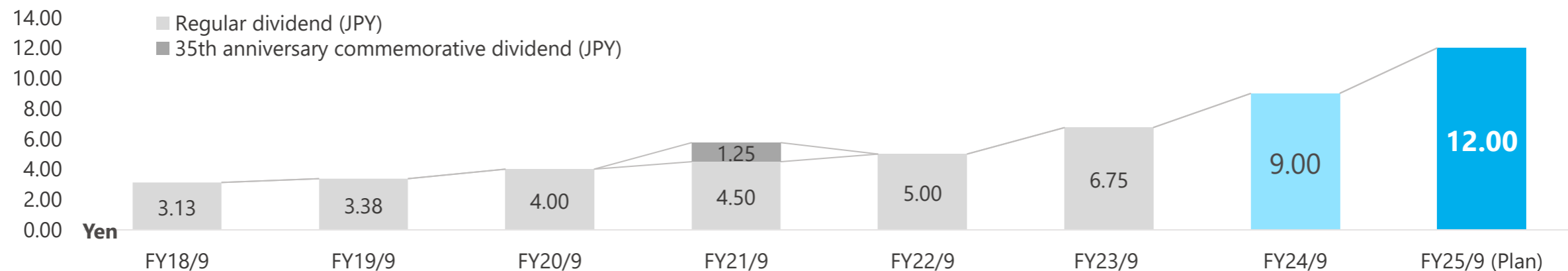
### Payout ratio trend



\* 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.

# 3.4 Introduction of shareholder benefit program

Introduced **shareholder benefit program** to aim for success of Operation 6.600

(1) Record date

Initial record date will be September 30, 2025; thereafter, the record date will be **September 30 of each year**

(2) Eligible shareholders

**Shareholders** who are listed or recorded in the shareholder register of the Company on the record date **with a holding of 1,000 shares (10 units) or more**

(3) Benefits

QUO cards **worth 15,000 yen**

(4) Time of awarding

Sent **within three months of the record date**

**Comprehensive yield if 1,000 shares were purchased (record date: September 30, 2025)**

[Prerequisites] ■Annual dividend: 12.00 JPY ■Benefits: QUO cards worth 15,000 yen (eligible for shareholders with a holding of 1,000 shares of more)

Stock price on purchase	356 JPY	400 JPY	500 JPY	600 JPY
Aggregate yield (incl. dividends and benefits)	7.6%	6.8%	5.4%	4.5%

Example: If 1,000 shares were purchased at 356 JPY (closing price on April 14, 2025, the day before the announcement of the benefits), the comprehensive yield would be 7.6%.



1. 2025/9 2Q Financial report summary



2. Execution status of Operation 6.600



3. 2025/9 Results forecast



4. Growth strategy



5. Reference

## 4.1 Management philosophy and medium-term policy

### ■ 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."

### ■ Medium-term basic policy

Transition to a true system integrator

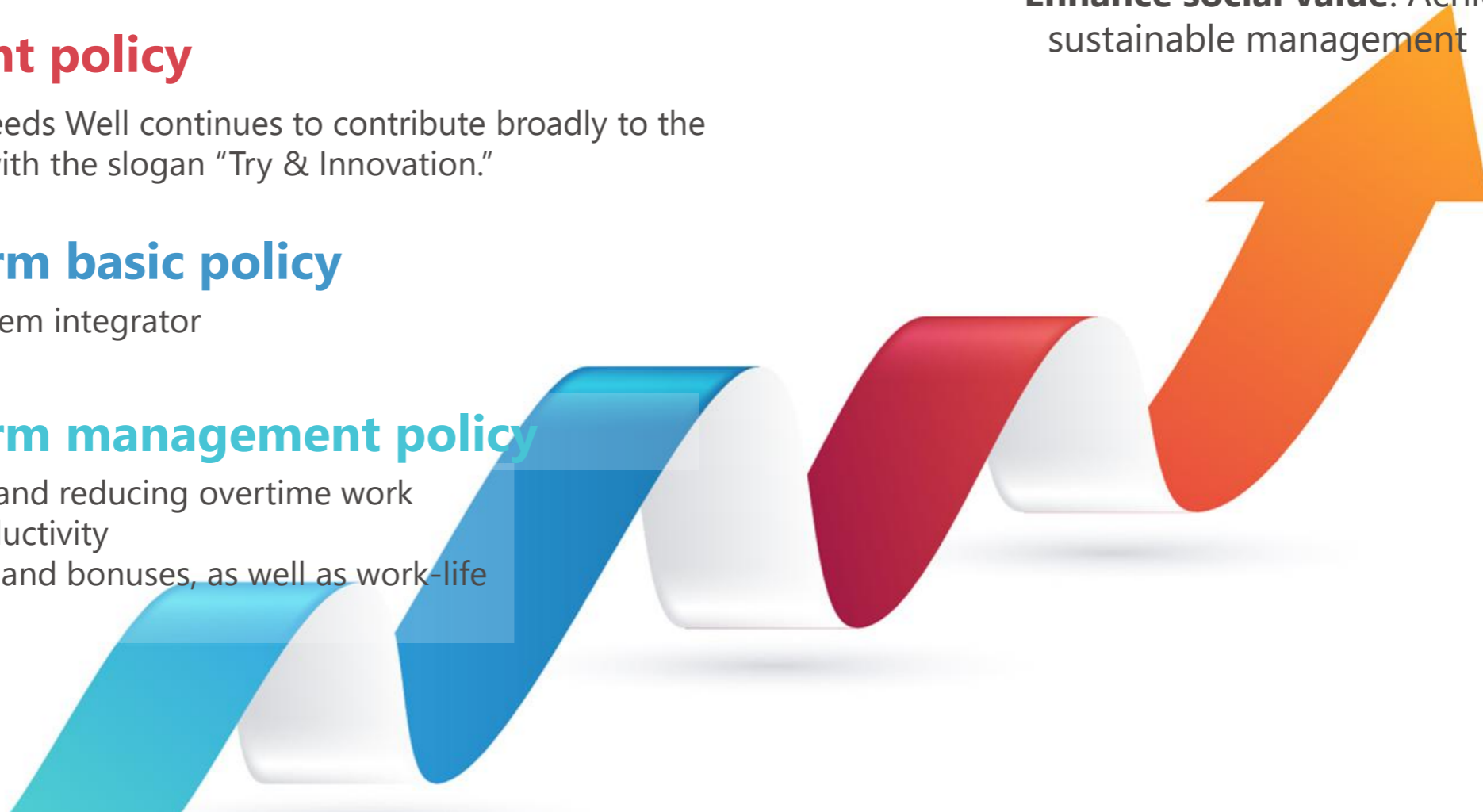
### ■ Medium-term management policy

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

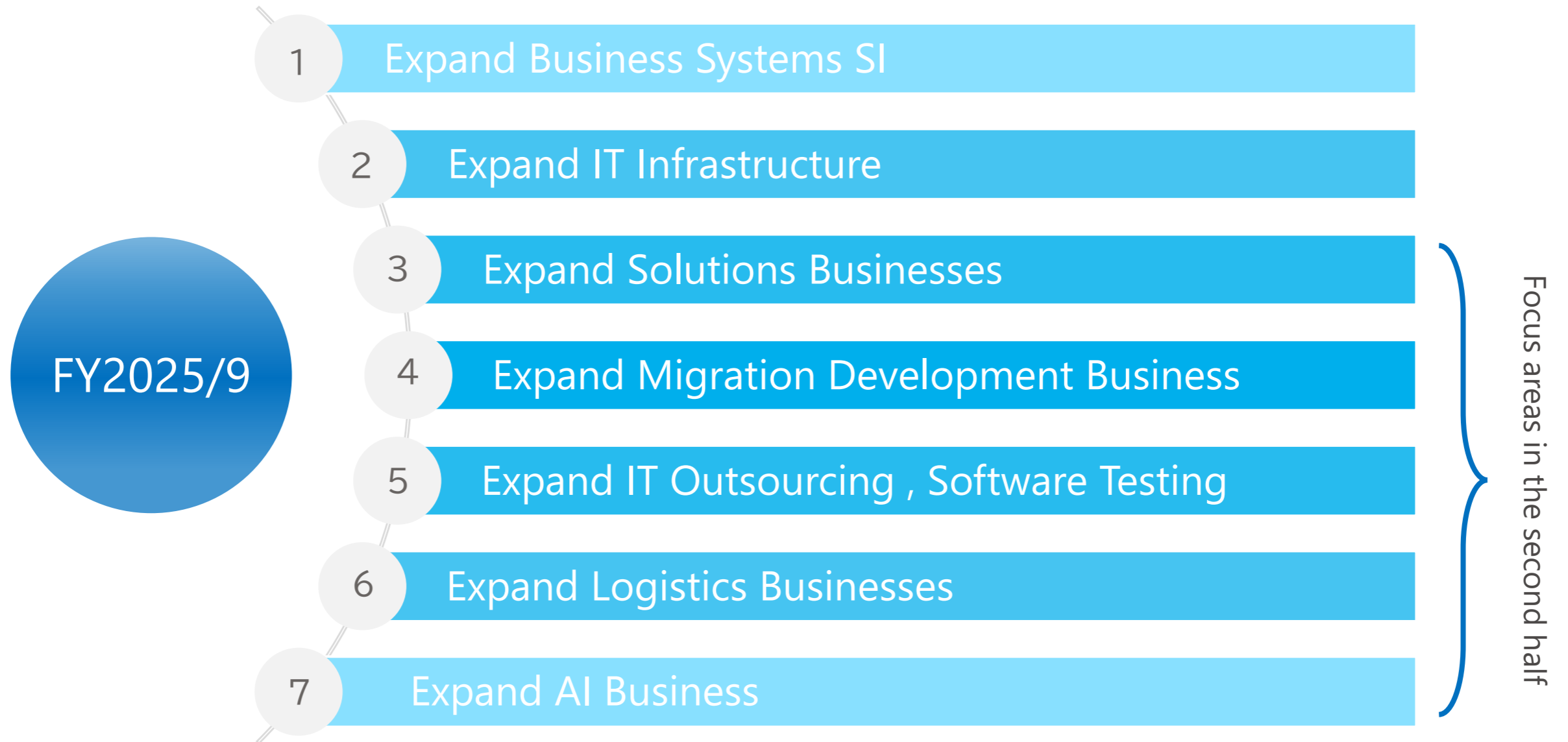
### Enhance corporate value

**Enhance business value:** Achieving performance and business targets

**Enhance social value:** Achieving sustainable management



## 4.2 Focus area



## 4.2 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

## 4.2 Focus area [Expand Solutions Business] 2

Strengthen collaboration with business alliance partners in quick succession and promote business expansion

### Developed by Needs Well

#### Enhanced version of profit and loss estimate simulation ManaSupport

Launched on April 1, 2025

- Facilitates reclassification of aggregate sums resulting from organizational changes. Reduces workloads involved in organization management and provides improved usability.
- Adds function to import actual cost data obtained from the core system for importing actual costs. Enables prompt and accurate identification of budget progress using actual costs, including cost, profit, etc. by organization.

### Collaboration with Canon IT Solutions

#### WebPerformer/WebPerformer-NX+N-Navi+development capacity

Launched on April 1, 2025

- 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.

### Collaboration with Sakura Information Systems

#### BPO+Invoice PA+expense reimbursement system

Launched on April 1, 2025

- Efficient implementation of streamlined input and approval tasks for expense reimbursement. Also facilitates future service expansion through data integration, latest AI technologies, etc.

**DXPA** Scheduled to be launched in June 2025

- 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+smart OCR+data integration.

### Collaboration with Ascentech

#### Citrix virtualization solution

Launched in May 2025

- 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.

## 4.2 Focus area [Expand Migration Development Business]

Provision of **consistent migration services**,  
from migration development to quality 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.

### **Aggregate migration development know-how at a nearshore base in Nagasaki**

- Aggregate engineers specialized in migration development  
→ Expand technical know-how and scope of services

### **Enhancement of quality testing services**

- Conduct reliable, high-quality testing
- Contribute to the reduction of human costs
- Increase productivity through effective utilization of development engineers

## 4.2 Focus area [Expand IT Outsourcing , Software Testing]

### 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.



##### 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.





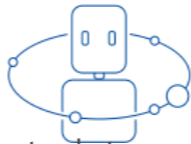


### Software Testing

Support customers' testing operations and reduce the burden on development engineers

Validate systems developed by client companies from a third-party perspective

Contribute to **quality improvement**, **cost reduction**, and **productivity enhancement**

#### Support Details

<p><b>Outsourcing test services</b></p>  <ul style="list-style-type: none"> <li>• Test engineers with JSTQB certification conduct tests from an unbiased third-party perspective, identifying subtle issues and defects early to enhance system quality.</li> <li>• Various locations, including on-site presence, nearshore bases, and satellite offices, are utilized.</li> </ul>	<p><b>Migration test services</b></p>  <ul style="list-style-type: none"> <li>• Efficiently perform comparison testing between current and new systems, as well as gap tests and regression tests.</li> <li>• Improve maintainability and reduce operational costs through efficiency and reuse with test automation tools.</li> </ul>	<p><b>Automated testing services</b></p>  <ul style="list-style-type: none"> <li>• Utilize test automation tools to achieve automation, reuse, and cost reduction in regression tests, version upgrade tests, etc.</li> <li>• Combining low-code development tools not only reduces man-hours through test automation, but also shortens development times and enhances operational maintainability.</li> </ul>	<p><b>Multi-device testing services</b></p>  <ul style="list-style-type: none"> <li>• Detect issues that are difficult to identify in simulated environments, such as device emulators, through pattern testing with actual devices and operating systems.</li> <li>• Provide access to a wide variety of devices while utilizing our smartphone rental service to reduce device costs.</li> </ul>	<p><b>Test management services</b></p> <p>Launched on February 1, 2025</p>  <ul style="list-style-type: none"> <li>• Simplify test monitoring and controls to reduce management man-hours. Track test progress in real time, leading to early detection of issues.</li> <li>• Standardize test design and reuse previous scenarios, reducing design man-hours.</li> </ul>
---	---	---	--	---

## 4.2 Focus area [Expand Logistics Businesses]

Increased rate of online shopping has expanded needs for advanced logistics warehouses

### Feature of Warehouse Management System



#### Manpower-saving, paperless system

- Improvement of operations at worksites with the use of handy terminals
- Elimination of paper from a series of tasks in warehouses
- Work with robots

#### Visualization of issues

- Productivity improvement with advanced analytical functions
- Optimization of staffing in warehouses
- Improve the loading rate of delivery vehicles




#### Easy-to-operate system

- Uniform operability to prevent input errors
- Search items can be freely set by each person in charge

### Sales strategies of Warehouse Management System



- **Expand sales** of SmartWMS by **collaborating with logistics hardware manufactures**
- Promote **WMS**  **Picking** (AI picking carts, AI application to the 2024 issue)
- Standardize SmartWMS and expand to other industries such as drugstores





## 4.2 Focus area [Expand AI Business]

### Expand AI Business by expanding the Solutions lineup


#### ● AI Solutions


 **Work AI** Assists DX across various industries


 **DX Suite** Instantly digitizes all types of documents with AI-OCR


 **Speak Analyzer** Visualizes business communications to support education

#### 【Prophetter Series】

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

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


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

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


#### ● AI chatbot Solutions


 **Chat Document** Interactive AI chatbot provides solutions FAQ, searches for documents


 **社内FAQ** AI chatbot responds to inquiries from employees

 **株主QA** Enables extraction and display of answers by entering keywords related to the question

#### ● 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

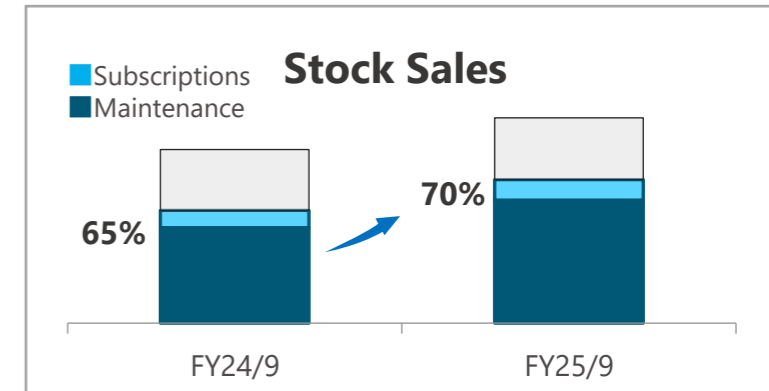
 **PRGen** Reduces time spent on document creation with generative AI

## 4.3 Revenue expansion and targets

### Expand stock sales: increasing to 70% by 2025

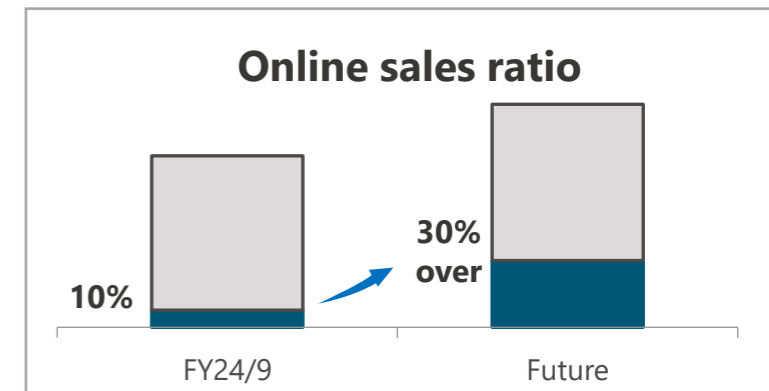
- Ensure stable revenue through the expansion of stock sales, leveraging our development know-how.
- Maintain and expand ongoing transactions with customers we have cultivated over time.

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



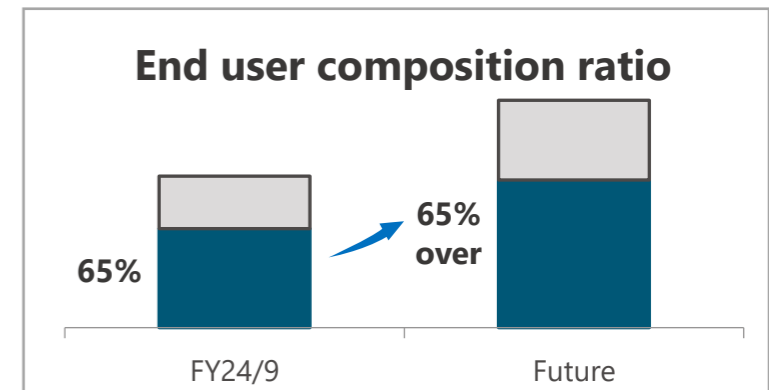
### Promote online sales activities: aiming for at least 30% of net sales

- 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.





1. 2025/9 2Q Financial report summary



2. Execution status of Operation 6.600



3. 2025/9 Results forecast



4. Growth strategy



5. Reference

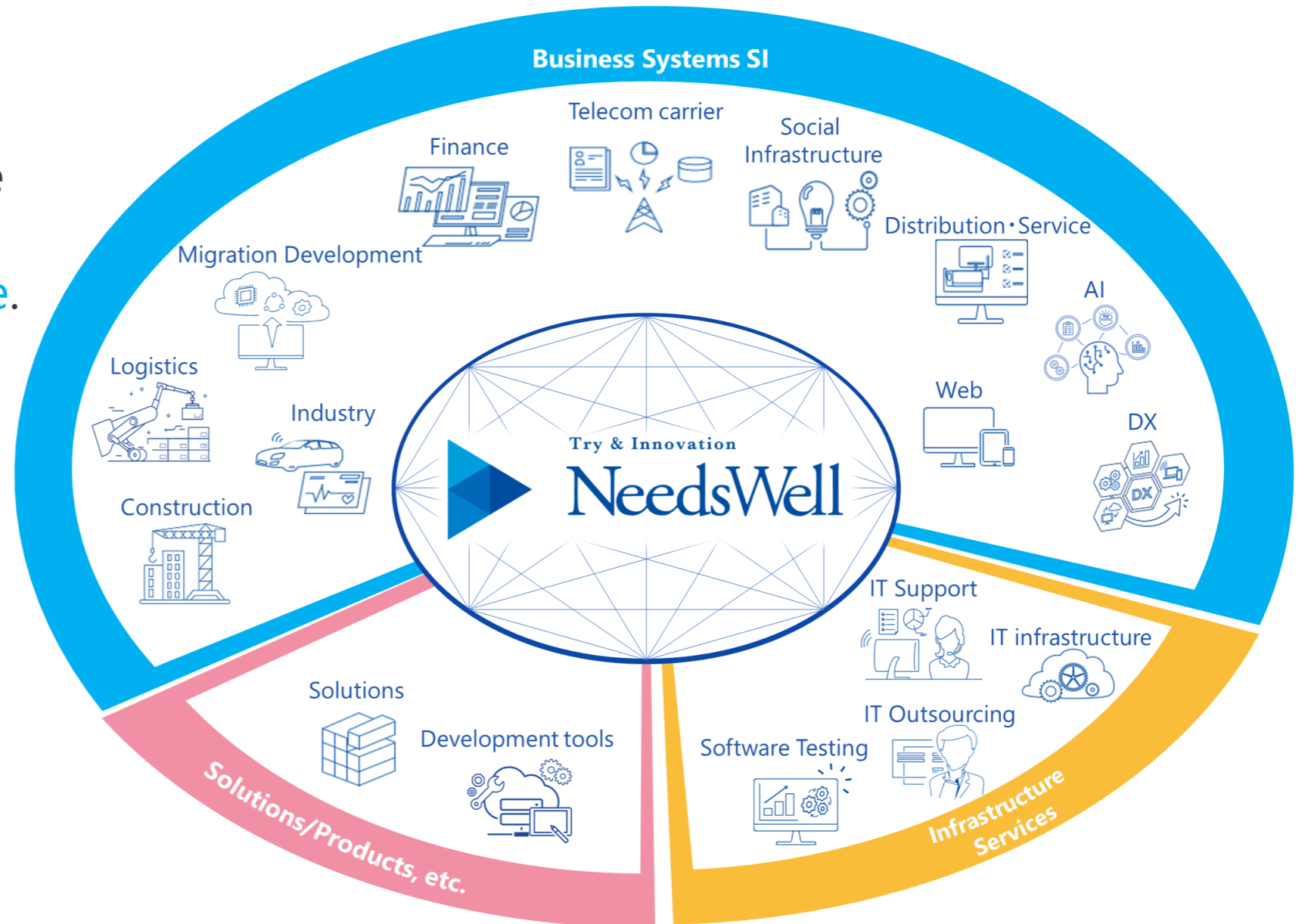
## 5.1 Company profile

As of April 30,2025

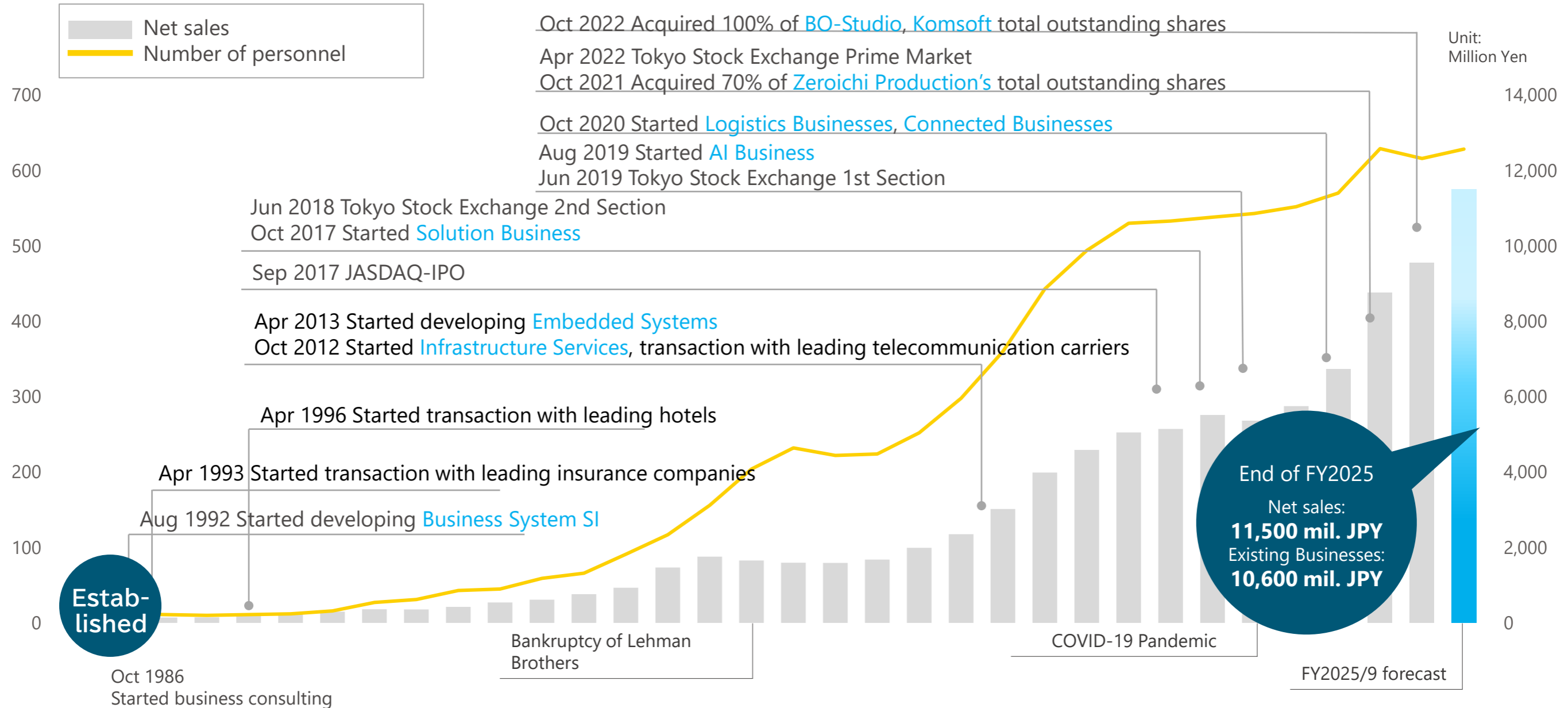
<b>Company Name</b>	Needs Well Inc.	<b>Representative</b>	Chairman, President and CEO <b>Kozo Funatsu</b>
<b>Established</b>	October 1, 1986	<b>Stock Listing</b>	Tokyo Stock Exchange, Prime Market (3992)
<b>Paid-in Capital</b>	908 million JPY	<b>Net sales</b> As of September 30,2024	9,549 million JPY(Consolidated)
<b>Number of Employees</b> As of September 30,2024	616 (Consolidated)	<b>Fiscal year end</b>	September
<b>Head Office</b>	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: <a href="https://www.needswell.com">https://www.needswell.com</a>		
<b>Office</b>	<ul style="list-style-type: none"> <li>- Nagata-cho Office : 2F, Sumitomo Fudosan Nagatacho Building, 2-17-3 Nagata-cho, Chiyoda-ku, Tokyo, 100-0014 Japan</li> <li>- Nagasaki Office: 6F, Meijiyasudaseimei Nagasakikozenmachi building, 2-21 Kozen-machi, Nagasaki-shi, Nagasaki, 850-0032 Japan</li> </ul>		
<b>Group structure</b>	<p>■ Consolidated subsidiaries</p> <p><b>Zeroichi Production</b> Co., Ltd. (Head Office: Nasushiobara-shi)</p> <p><b>BO STUDIO</b> Inc. (Head Office: Shibuya-ku, Tokyo)</p> <p><b>KOMSOF</b> Inc. (Head Office: Chiyoda-ku, Tokyo)</p>		

## 5.2 Business fields

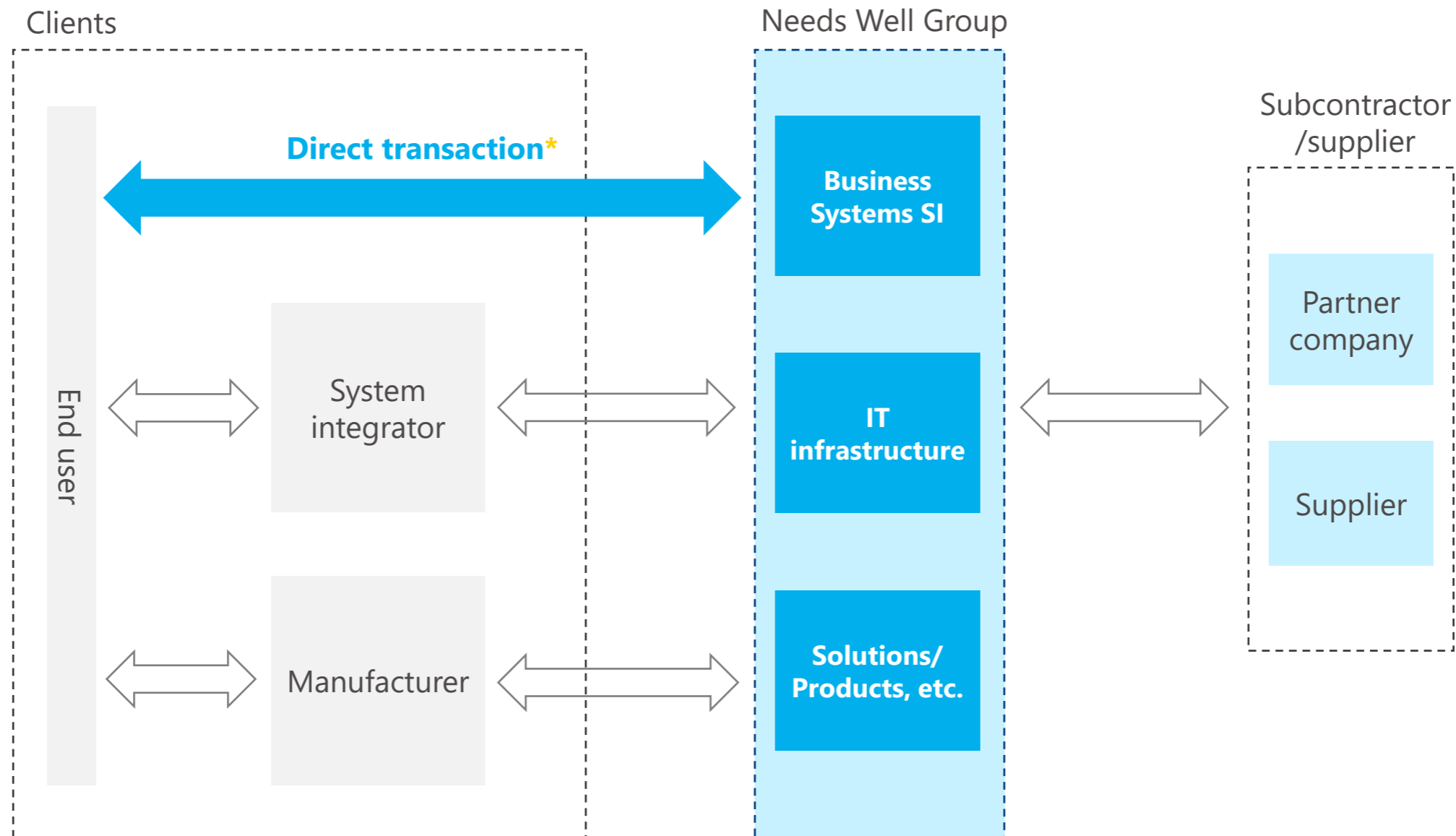
Needs Well provides total IT services through three services focused on **Business Systems SI** for finance.



## 5.3 Growth track



## 5.4 Business system diagram



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

## 5.5 Our three strengths

### 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

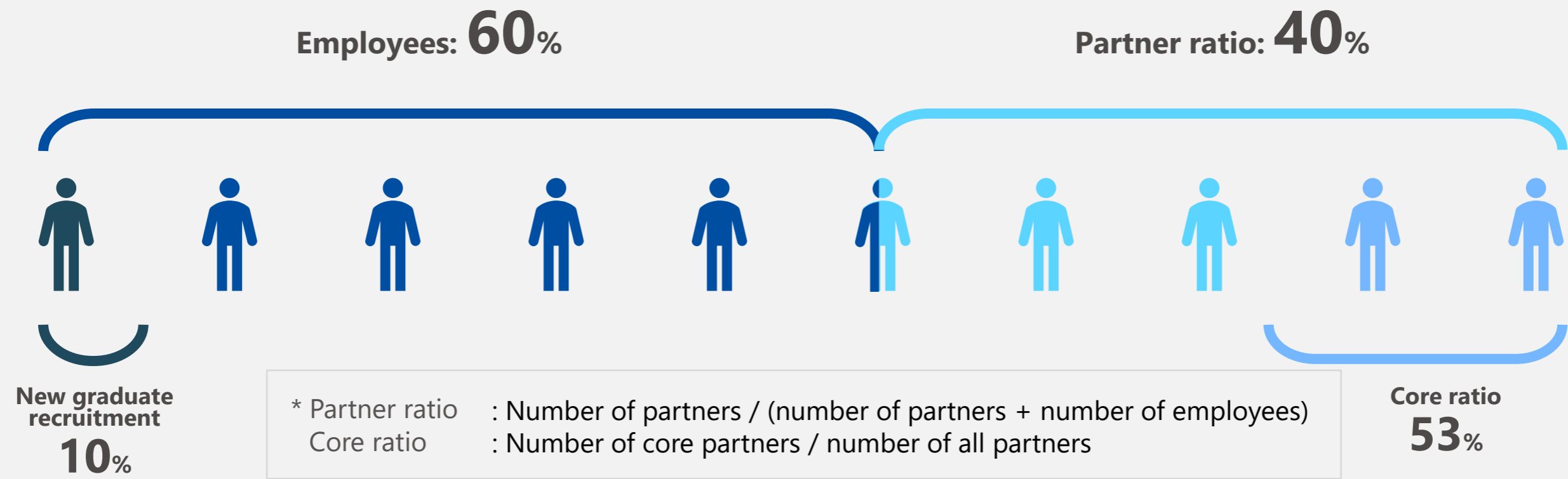
Provides solution services optimized for each customer's business objectives through **DX, Generative AI, RPA, etc.**

# 5.6 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**

As of the end of March 2025



## 5.7 Business efficiency improvement solutions

### 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.



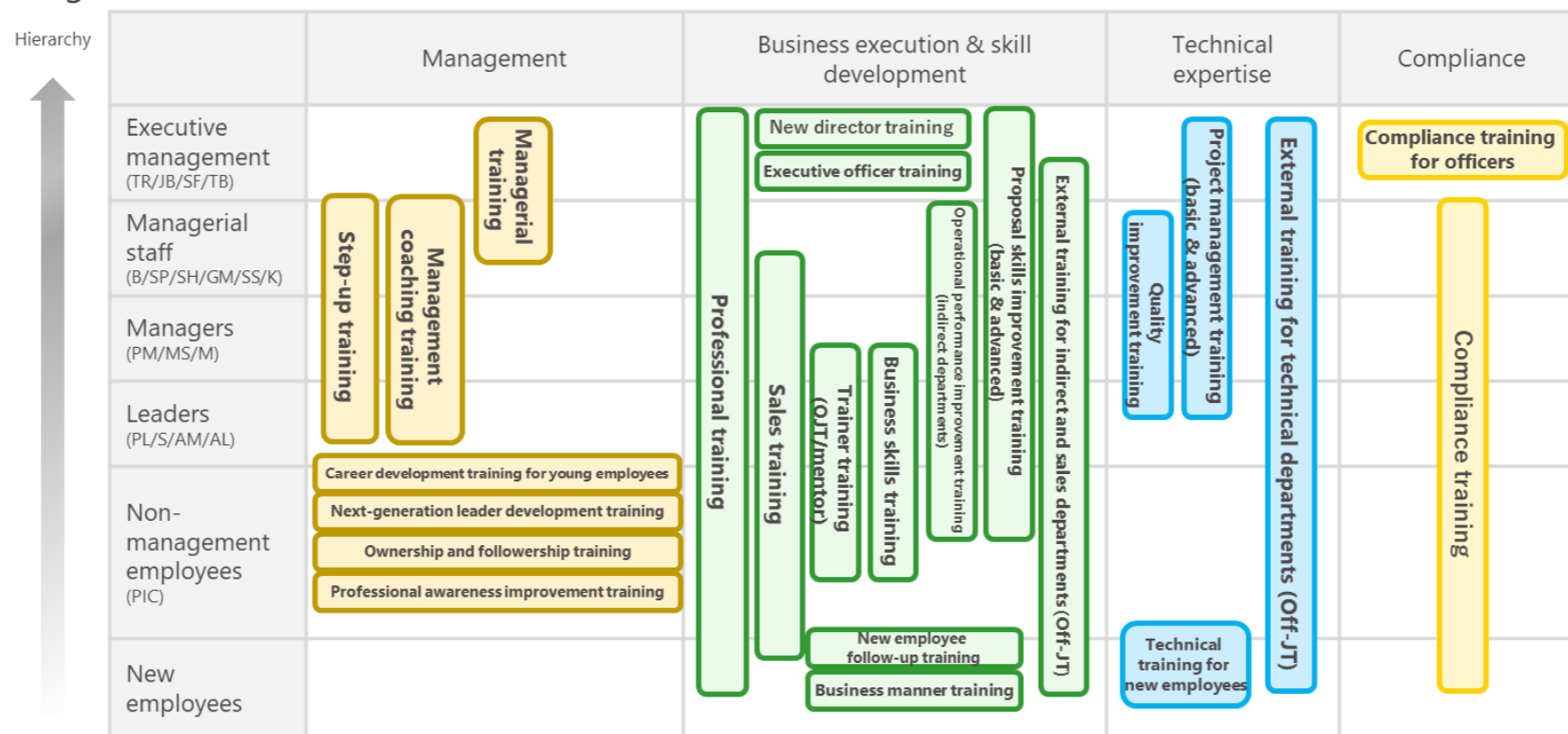
### Collaboration with partner companies

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

# 5.8 (2) Initiatives supported by systems and activities 1

## 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



## 5.8 (2) Initiatives supported by systems and activities 2

### 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
- 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



### 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>



NeedsWell  
Try & Innovation

- 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.
- This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.
- The Company assumes no responsibility for this translation or for direct, indirect, or any other forms of damages arising from this translation.

Management Planning Division    e-mail: [ir-contact@needswell.com](mailto:ir-contact@needswell.com)