

To all members of the press

I-NET Corp.

Recognized for LGBTQ+ Initiatives: Awarded the Highest Rank, Gold, in the PRIDE Index for the Fourth Consecutive Year and Receives First-Ever Rainbow Certification

I-NET Corp. (TSE Prime: Code No. 9600, Head Office: Yokohama, Kanagawa, Representative Director and Executive President: Tomomichi Saeki, hereinafter referred to as "I-NET") is pleased to announce that it has been awarded the highest "Gold" rating for the fourth consecutive year in the PRIDE Index 2025, an evaluation framework for LGBTQ+ inclusion initiatives in companies and organizations, organized by the general incorporated association work with Pride. In addition, I-NET has received the "Rainbow Certification" for the first time. This certification is granted to organizations that not only achieve the "Gold" rating but also publicly support the establishment of legal frameworks for sexual minorities in Japan and actively promote collective impact initiatives.



I-NET believe that diversity—bringing together employees with different backgrounds, experiences, and values—drives innovation and leads to the development and enhancement of our products and services. I-NET is committed to creating an inclusive workplace where every individual can thrive, regardless of gender, age, nationality, disability, values, or working style.

I-NET is actively promoting the following initiatives.

Key LGBTQ+ Initiatives at I-NET Include:

- Introduction of a partnership system recognizing same-sex partners as spouses.
- Establishment of a dedicated consultation desk for sexuality-related concerns, with information shared via the internal portal.
- Implementation of employee training programs covering LGBTQ+ basics and inclusive practices.
- Inclusion of "Prefer not to answer" and "Other" options in the gender field on entry sheets for new graduate recruitment.
- Hosting of events and film screenings featuring LGBTQ+ voices to foster understanding.
- Promotion of office casual attire, allowing employees to dress freely regardless of gender norms.
- Active awareness-raising efforts through sharing best practices and the significance of our initiatives within industry and local communities.
- Organization of the Kanagawa Rainbow Alliance, a local initiative targeting companies in Kanagawa Prefecture and Yokohama City.

I-NET believes that these ongoing efforts to raise awareness, improve workplace environments, and foster inclusive corporate culture—as well as our contributions to building understanding and support systems in the broader community—have led to this recognition.

Moving forward, I-NET will continue to promote diversity and inclusion, striving to create a workplace where everyone can work authentically and confidently.

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About the PRIDE Index <https://workwithpride.jp/pride-i/>

The PRIDE Index was established in 2016 by work with Pride as Japan's first evaluation framework for LGBTQ+ initiatives in the workplace. It aims to promote the creation of inclusive environments for sexual minorities.

It consists of five key indicators: **Policy** (Action Declaration), **Representation** (Community of Stakeholders), **Inspiration** (Awareness Activities), **Development** (HR Systems and Programs), and **Engagement/Empowerment** (Social Contribution and External Relations). Points are awarded when the specified requirements within each indicator are met, and based on the total score, organizations are certified as Gold, Silver, or Bronze.

About work with Pride <https://workwithpride.jp/>

work with Pride is a general incorporated association that supports the promotion and establishment of diversity management practices related to LGBTQ+ inclusion in companies and organizations. It hosts annual conferences for HR, human rights, and diversity professionals, and operates the PRIDE Index and Rainbow Certification programs.

[I-NET's Diversity & Inclusion Initiatives] <https://www.inet.co.jp/sustainability/social/diversity.html>

I-NET promotes diversity and inclusion to empower diverse talent and support the "Enjoy Life" of all stakeholders. In 2009, I-NET established I-NET DATA SERVICE CORP. as a special subsidiary to promote employment of persons with disabilities. In 2014, the company launched a Women's Committee to support female empowerment, and in 2019 expanded its scope to broader diversity initiatives by establishing the Diversity Promotion Office.

< Overview of I-NET >

Company name: I-NET Corp.

Location: 13F YOKOHAMA SYMPHOSTAGE West Tower, 5-1-2, Minatomirai Nishi-ku, Yokohama

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

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