ISF NET

Annual Report 2021

To All Stakeholders

We would like to extend our sincere gratitude for your support and business with us.
First of all, I would like to express my condolences for those who lost their lives due to the new corona virus infection and my heartfelt sympathy to the affected people. I wish for their recovery as soon as possible.

The ISF NET Group was founded in 2000 and celebrated our 22nd year in 2021.
Our mission is to fulfill all possible ways of working (jobs) in the Digital Transformation (hereinafter referred to as DX).
In today's rapidly changing economy and corporate activities, there is a need for "DX" to transform and create business models utilizing new digital technologies in order to achieve future growth and strengthen competitiveness.

From the beginning of our business, we have dedicated our business in a field of IT infrastructure and sent out more than 3000 engineers to support them. We have also established a support system that meets the needs of our customers while maintaining offices located throughout the country.

In addition, as DX is being more integrated into companies during the Corona disaster, we have listened to the voices of our stakeholders and employees sincerely and have proposed and constructed solutions that can be implemented consistently and in a consistent fashion, from the planning of strategies to the customer. In addition, engineers are preparing mechanisms to adapt to the latest technologies, and in collaboration with vendors and technical partners, we are working to develop an environment in which engineers are trained while constantly keeping an eyes on the latest technology trends.

The basic principle of the ISF NET Group is to create the environment for all the people involved in the ISF NET Group and pursue happiness. Now that digitization has progressed toward the new normal of "After Corona" and "With Corona", regardless of corporate size, as DX is urgently being promoted, we will support our customers' IT infrastructure from the installation to operation with human power and technical skills.

ISF NET, Inc.
Representative Director
Chief Executive Officer
Yukiyoshi Watanabe

Philosophy

Business Philosophy

E&E (Eco＆Employment)

The ISF NET Group aims to make effective use of limited resources
and create the next generation of working environments.

Eco
（Environmental
Conservation）

For the global environment, where global warming and environmental destruction have been progressing each year, the ISF NET Group has begun to reduce resource consumption and effectively utilize IT-related products as much as possible without easily decommissioning them as a part of its social contributions.

Employment
（Job Creation）

In 2010, the ISF NET Group achieved the target of "5 Major Employment" set in 2006, and since March 2011, it has changed to "10 Major Employment," in a same year of November, it became "20 Major Employment", and January 2015 to "25 Major Employment," in an effort to create jobs for those who have difficulty working. In January 2016, we added 5 additional categories, such as "Memory Impairment" and "Infertility" to the "Diver-In Employment (30 Major Employment)" Under this slogan, we have begun to take on the challenges of creating jobs, which is a major great cause of the Group.Diver-In Employment is an effort to create and provide an environment, in which those who have difficulty working due to a variety of circumstances, can work with a sense of security. Creating a working environment is extremely difficult. However, all Employees of the Group wish for them to find something that they are happy to work for and have them feel a sense of new life even a little more as mush as possible.

Basic Principles

Creating the Environment and Pursuing Happiness of All People Involved in the ISF NET Group

We have created an environment in which all people
(Employees' families, customers, business partners, etc.) involved in the ISF NET Group work.
It incorporates the idea of pursuing the happiness of all people.

Contributing to Local Communities and Global Society

The ISF NET Group is committed to contributing to local communities and to the global community.

Introduction

"The Integrated Report 2021" is edited as a comprehensively report on non-financial information such as activities related to sustainability, in addition to business performance and business strategies.

 ISF NET Group is committed to sustainable enhancement of corporate value while paying due attention to stakeholders from a medium-to long-term perspective. I hope you understand our efforts.

■Notes On The Description
Health management described in this report is a trademark of the Nonprofit Organization Kenkokeiei.

■Disclaimer
This booklet is intended to provide information on the business performance of the ISF NET Group and the Group's business strategy. The content of this report may include opinions, forecasts, and other information concerning future business performance. These information are prepared based on the judgment of ISF NET at the time of preparation of the report. Therefore, they are not guaranteed to be realized or achieved, and they are subject to change without notice. ISF NET shall not be liable for any damages resulting from the use of this booklet. Also, do not allow unauthorized copying or transfer of this booklet.

Scope of Reporting	ISF NET / ISF NET GROUP
Reporting Period	Fiscal year ended December 2021 (Jan 2021～Dec 2021)
Publication Date	July 2022
Guidelines As a Reference	・United Nations Global Compact COMMUNICATION ON PROGRESS — UN GLOBAL COMPACT This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals. We welcome feedback on its contents.

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Seek The Utopia For IT Infrastructure Engineers

The number of workers has been decreasing since 2019. While demand in the IT industry has expanded, the supply of IT human resources is lacking. The number of people with disabilities who have difficulty working due to various restrictions is insufficient in achieving the statutory work ratio of people with disabilities, and the need for diverse work styles that are not tied to time, or place is expanding.
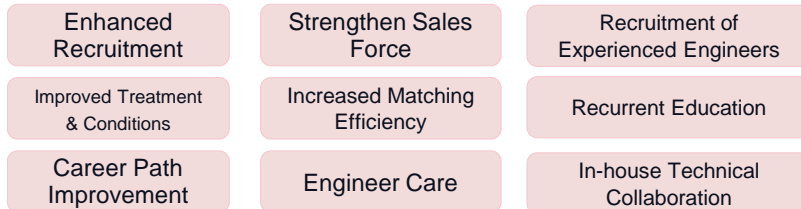
In addition, it is necessary to respond to the evolution of IT technologies and services and to address the aging of Employees in the future.

ISF NET has a track record of training middle-level engineers from scratch and a base that extends into Japan. We will develop and generate IT human resources by creating an "engineer's utopia" and strengthen our investment in human resources (training and challenge opportunities).
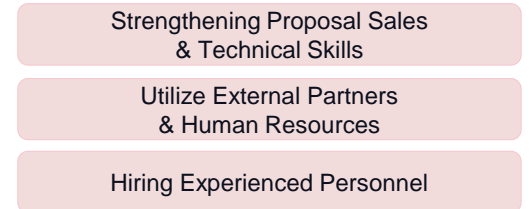
By realizing a flexible way of working through the shift to contracted projects and improving the ability of Employees to make money (increasing added value), we will aim to be an organization that can realize a society in which all people can work with pride regardless of whether they are handicapped or not, individuals required for society, and organizations that can realize sufficient wages and salary levels as a social problem-solving company.

Business Growth Measures

Dispatch Services

Enhanced Recruitment	Strengthen Sales Force	Recruitment of Experienced Engineers
Improved Treatment & Conditions	Increased Matching Efficiency	Recurrent Education
Career Path Improvement	Engineer Care	In-house Technical Collaboration

In Office Engineering

Strengthening Proposal Sales & Technical Skills
Utilize External Partners & Human Resources
Hiring Experienced Personnel

Measure Effects

Utopia For Engineers → Turnover Fixed Price (Long-term Retention) For Mid-levels & Above → IT Human Resource Development (Skill Development) → Value-added Improvement

Environmental Considerations and FDM Job Creation

■ Cleaning and Sales of Recycled PCs

In 2021, we have been working with our partners to utilize recycled PCs as part of our environmental consciousness effort.
Specifically, the company introduced the system as an employee's business PC, and employees purchased it as a private PC.
Since our FDM (disabled members) support the cleaning and operation check of recycled PCs, the more PCs are sold, the more FDM jobs are created. In the future, we plan to expand this initiative to include business partners that can endorse it.

【Achievement】

① Company's introduction as a business PC
Introduction of-20 units
② Sales of employees as private PCs
-30 units sold

■Contributing To CO_2 Reduction By Introducing Eco-cars

In line with the expiration of the company-owned car contract at each site, the Sendai branch office introduced two low-polluting cars (commonly known as eco-cars).
At the beginning we considered switching to electric vehicles, but with the problem of charging equipment
As a result, in fiscal 2021, we switched to hybrid cars and, due to problems in supply and demand for chips caused by the Corona disaster, we took time to deliver them, but we replaced them by the end of the year.
The reduction effects of each change are as follows.
※This is a reduction in gasoline consumption at the annual mileage (10,000 km/year).

■Reduction Of Gasoline (Fossil Fuel)

Vehicle 1	137,556 yen/ year	⇒	81,793yen/ year	55,763yen/ year
Vehicle 2	103,549 yen/ year	⇒	81,793yen/ year	21,756yen/ year
Total				77,519yen/ year

■Reducing Carbon Dioxide (CO_2)

Vehicle 1	1,784kg/ year	⇒	773kg/ year	1,014kg/ year
Vehicle 2	1,026kg/ year	⇒	773kg/ year	253kg/ year
Total				1,267kg/ year

Consideration and Contribution to the Environment

■ Efforts Toward Paperless Operation

The paperless system has been progressing continuously from the viewpoint of cost reduction and environmental protection.
To paperless operations due to the changing way of working through the spread of new types of corona virus. The flow has accelerated. At all sites on an ongoing basis We will promote the introduction and complete paperless operations.

【Major Initiatives】
■Use Of Cloud Signatures
The company introduced cloud signage in 2020, and the ratio of cloud signage has been around 5% to date.
Even though the situation is still small, we plan to continue to appeal to customers in order to promote the use of cloud-side systems. (About 40% of business partner contracts, including EDI, are digitized.)

■Use Of Electronic PDF Stamps For Quotations And Invoices
Of the approximately 1300 monthly invoices, approximately 90% use PDF electronic stamping.
The remaining 10% responded by mail at the customer's request.
The head office uses 100% electronic stamps for the quotation, and we are continuing to take steps to standardize the quotation at each branch office in line with the head office.
We have also switched to data storage for paper filing since July 20.

■Cloud Signing Of Employment Agreement
Starting in September 2020, 100% of employee human resources documents, such as employee appointment notices, hiring agreements, and hiring documents, have been transferred to the cloud.
In 2021, approximately 300 new employees were planned, and all of these procedures were conducted on the cloud side.

■ Participation In The Green Purchasing Program

The Akasaka Satellite Office of ISF-Net is enhancing the purchasing of eco-friendly products.
As a part of our efforts, when purchasing new consumables, we compare costs and select eco-friendly products.
In the future, we intend to introduce the system to each office in the country as part of our office project.

■ Items
  ① Tissue (Pulp＋Milk Pack Recycled Pulp)
  ② Paper cup (100% Virgin Pulp)
  ③ Garbage bags
     (Biomass plastic from vegetable derived raw materials)
  ④ Toilet paper

■ Future Plans
  We are considering creating a smart office for all branches.

■ Office Project

In response to the spread of infectious diseases of the new Corona Virus since 2020, ISF Net has come to revise its approach to offices as it realizes free working styles in line with changes in the environment and its employees. The "Office Project" was launched there.
We are working to create an environment that allows our customers and employees to spend more comfortably.
As the first step, we have renewed the satellite office in Akasaka (Minato-ku, Tokyo).
As with the Akasaka Office, the second Sendai branch office is relocated to the same location as the Akasaka office. In addition to pursuing settlements, accessibility, and convenience, we are working to unify the design based on our corporate identity (Corporate Identity).

※Tokyo, Minato ward
Akasaka Satellite Office

Telework Promotion and "Cool-Biz"
(Casual Style Summer Work Attire) Initiatives

■ Promotion Of Telework

Since 2020, ISF has set a target of 10 visions to be achieved in the near future.
One of the 10 visions is to be actively promoting telework as part of our efforts to "realize freedom of work styles within three years."
In the fiscal year of 2021, the telework rate was 47% of all employees.
The goal is to create a telework environment in which 70% of all employees can work remotely by 2023.
In the future, in order to achieve a certain number of goals in telework and the goals announced in the Telework Tokyo Rule Implementation Company Declaration under the 10 visions, ISF NET has established several committees within the company and is committed to eliminating problems related to telework and freedom of work.

■ Telework Tokyo Rule Implementation Company Declaration

ISF Net Co., Ltd. declared the following on February 19, 2021, in the Telework Tokyo Rule Implementation Corporate Declaration.
・We aim to convert 70% of all employees to telework by 2023.
・We will create an optimal management environment for all types of management risks.
・In-house committees are established to ensure equal hiring of diverse human resources.

■ Cool Biz Initiatives

The ISF NET Group provides air conditioning temperatures at each site and facility, as well as business in accordance with Cool Biz; this will be maintained in the future.
Every year from May 1st to October 31st, the Cool Biz Period has been set, as part of our efforts to conserve electricity and prevent global warming.
We also encourage our customers to visit us with flexible clothing that matches their temperatures. We recommend remote work such as web conferences to prevent the spread of covid, and we ask our customers to cooperate with this.

■ Overview of "Cool Biz" Period Efforts

Implementation Period	2021/5/1〜2021/10/31
Scope of Report	ISF NET Group Offices・Facilities
Content of Implementation	Set the air conditioning so that the room temperature in the office is 28 degrees Celsius. May 2nd to May 31st, October 1st to October 31st: Basic setting of air flow June 1st to September 30th: Basic setting of cooling to 28 degrees The clothing will continue to be business casual (no suit jackets during the Cool Biz period)

We also encourage our customers to visit us with flexible clothing that matches their temperatures. We recommend remote work such as web conferences to prevent the spread of covid, and we ask our customers to cooperate with this.

About Climate Change Opportunities and Risks

ISF NET assumes opportunities and risks related to climate change.
Considering the frequency and size of these measures, we will consider the priorities before proceeding.

■ **Main Opportunities**

Resource Efficiency	Growing demand for efficient use of electricity and other forms of energy, as well as for the use of IT to conserve energy
Products & Services	Growing demand for services that contribute to the reduction of GHG emissions

■ **Major Risks**

Physicals	The possibility of impacting business continuity in the event of a weather disaster that damages the company's facilities or equipment
Other	Possible financing impacts and damaged reputation if the company's efforts to combat climate change were not deemed to be aggressive enough

Contribution to Local Communities (Aibora)

■ **Heartfelt Volunteer Activities With Love {"Aibora"}**
In fiscal 2021, due to the Corona catastrophe, some of our activities were discouraged. However, through the Team "Aibora" (Volunteering), the ISF NET Group encourages employees in Japan and other countries to interact with each community.
Every month, we conduct "Aibora" cleanup activities in various locations overseas and nationwide, centered on Aoyama, Minato-ku, Tokyo, where the head office is located.

■ **Current Efforts**
In March 2018, we launched our personal volunteer activities, called the "MY Bora Activity Report," in order to further activate our volunteer activities.
In the fiscal year 2021, a number of reports were published, including blood donations, online chat consultants, donations of old books to facilities, and online Japanese language education.

■ **Future Plans**
Currently, the company-wide "Aibora" activities are discouraged due to the Corona catastrophe. However, in collaboration with the various internal committees for ESG activities, the company-wide awareness raising activities will be carried out to promote "MY Bora" and restore volunteer activities.
Fiscal year 2021 Results
・Total number of people active on MY Bora: 11

Environment Performance Data

In response to the increasing severity of various environmental problems in recent years, ISF NET has been working to reduce energy consumption in order to reduce GHG emissions.
Since 2020, we have been working on telework and paperless operations, and we will further promote them in the future.

■ Environmental Performance Data (2021)

Indicates the amount of energy and resources input in business activities in the stationary field and the environmental impact material (output) generated as a result of these activities.

Content	Unit	2021	Note
scope1 GHG emissions		0	Direct GHG emission from our company
scope2 GHG emissions		3,506	Indirect emissions associated with the use of electricity & other companies
scope3 GHG emissions	Metric tons CO_2	304,047	Emissions from other companies related to our activities
scope3		304,047	Commuting, business trip, etc.
scope3		0	Use and disposal of products, etc.
Supply chain emission total		307,554	-

※Calculations are based on the Ministry of the Environment's Green Value Chain Platform.
※This calculation is limited in terms of data on electricity use, commuting, business trips, etc., but the scope of the data will be expanded in the future.

■ Number Of Sheets Of Office Paper Purchased

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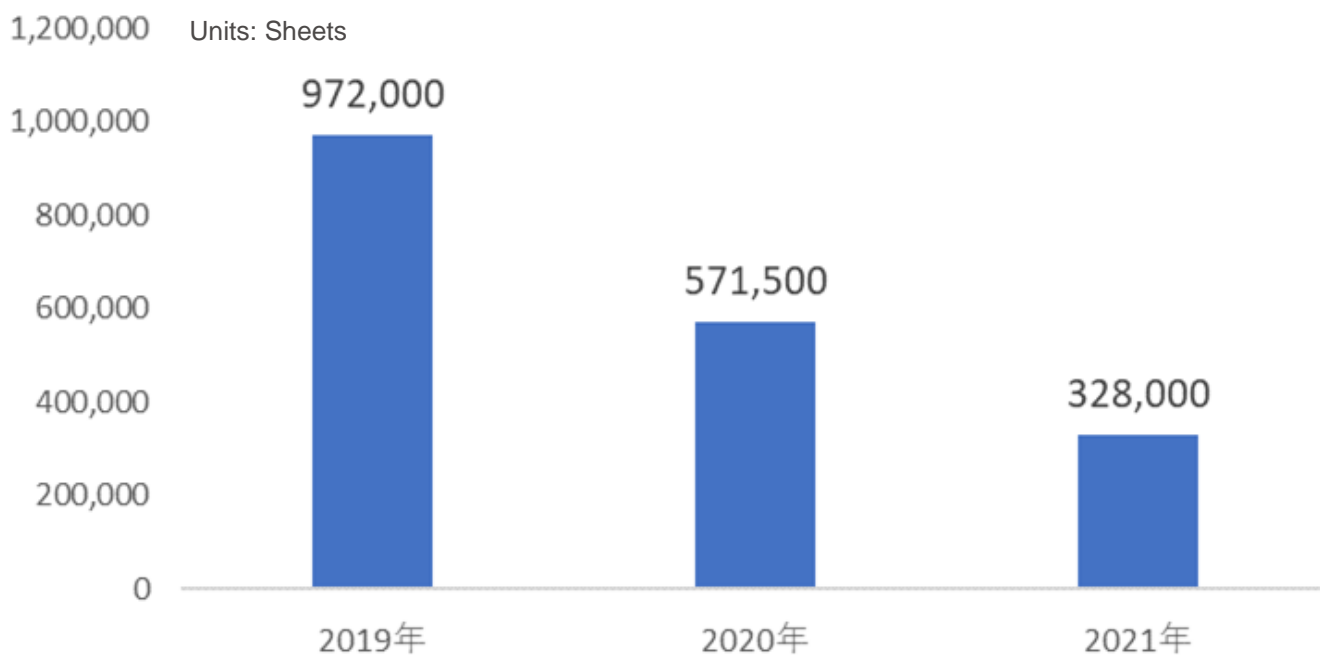
An Open Organization That Respects Individuality And Diversity

■ Rainbow Color Logo Production

In the fiscal year 2021, we refrained from doing things partly because of the Corona disaster, but GSF-NET has listed E&E (Eco&Employment) as a major cause and has announced equal opportunity jobs which might be difficult to obtain otherwise for a variety of reasons.

Behind these are the beliefs that through an environment in which employees can work with peace of mind, they can find the joy of working and a sense of purpose in life for each person, and thereby enrich their lives.

In April 2021, in order to respect minority and diversity and to accelerate our efforts in a more comfortable working environment, ISF NET began to produce the rainbow color logo.

We provide support and creation of an environment in which all people with diverse personalities can actively play a role.

■ About Logo Design

The rainbow color logo was created by Nobuko Saito (NEUF DESIGN), who is responsible for CI Design/Art Direction for ISF NET. The rainbow logo uses a gradation of colors that evokes a corporate culture rich in individuality, and the upward-cut section expresses ISF NET's intention to be even more proactive in its future activities.

■ ISF NET's Main Efforts To Expand The Work Environment And Systems

- Working names may be used if requested if the surname changes due to marriage or if there are special circumstances.
- In the health check-up (including a gynecology check-up), even if the family register has not been changed yet, it can be arranged so that even a man can take a gynecological check-up (e.g. a medical check-up for masculine cancers) if he or she desires it.
- As per our policy, gender is not emphasized as an acceptance criterion, and there are no items to describe gender in the entry sheet.
- The common understanding is that transgender people are allowed to use the restroom of the gender of their mind, without having to come out to the whole group, if they make a request to their superiors or to the consultation service (Women's Council). In addition, a counseling service is provided in preparation for any objections from other employees (if any).
- The diversity section holds seminars for managers once a year. In addition, we are also studying the establishment of a system that allows students to express their support for people of diversity, or "ally," and are promoting courses through the Learning Management System (LMS), an online video learning service.

From 30 Major Employment to Diver-In Employment

■ Diversity X Inclusion Employment "Diver-In Employment " Launched

Diver-in-Employment, which combines diversity and inclusion, is an effort not only to collect diverse human resources but also to provide potential for a large number of people, to co-exist, and to grow together while many diverse people accept the differences and personality of each other.

In order to create and provide a safe work environment for people who have been having difficulty working for a variety of reasons, Under the heading of "30 large jobs," we have been working to recruit those who fall under 30 categories, which are generally difficult to work. Diver-in Jobs aims to create jobs without limiting jobs to 30 items so far, and to realize a wider range of jobs.

Diversity

A state in which diverse individuals with different personalities and backgrounds are actively recruited, and a state in which diverse human resources coexist in the organization.

Inclusion

A state in which diverse people recognize each other's individuality and work together with a sense of acceptance, love, and unity.

Diver-in Recruitment

A new form of employment that offers possibilities for many people to coexist and co-prosper, and in which a diverse range of people grow together while accepting each other's differences in thinking and individuality.

In addition to "Diver-In Employment," we will also introduce our employment creation initiatives such as "Challenge Recruitment," which allows young people to aim for executive positions or work as freelance engineers, and our social contribution activities through our business of providing support for people with disabilities in order to realize a workplace that is considerate of people with disabilities and to provide an environment where they can continue working with peace of mind. We will release a branding movie "We work" on our website to let more people know about our social contribution activities through our business such as support for people with disabilities to provide an environment where they can continue to work with peace of mind. The movie is a documentary-like structure that carefully collects the voices of people from various perspectives, such as foreign citizens, severely disabled people, LGBTQIA, single mothers, and so on. It is important for everyone to feel the pleasure of their work regardless of their position or circumstances.

URL：https://youtu.be/PQaZjW8rsZM

Efforts to Promote Diver-In Employment

■Announcement of "Diver-In Employment Chief Executive" (CDIO)

19 committees were established in January 2021.

In 2022, Vice President of the Strategic Management Headquarters, who serves as the Chairman of the Diver-In Employment Committee and is also a woman's executive, was announced as Chief Diversity Inclusion Officer of Diver-In Employment.

Specifically, we collect the voices of the parties involved and employees in order to create a place for the active use of employees, such as women, LGBTQIA, the disabled, and the elderly. In this way, we propose and implement various measures to solve problems.

In addition, in order to share the know-how that has been cultivated with companies having similar troubles in promoting the active use of female employees, we are also actively disseminating information such as seminars.

Held the Women's Activity Practice Seminar on November 18, 2021

Executive Vice President of the Strategic Management Director, Chief Diver-In Officer(CDIO)
Rie Motomura

■Next-Generation Training (Implementation Of University Diver-In Employment Classes)

About 25 students belonging to the Faculty of Human and Social Studies, Chiba University of Commerce covered our activities.

The Chiba University of Commerce interviews companies that are active in society as voice on the scene as an opportunity to connect to practical learning. We are pleased to announce that we have been interviewed regarding our efforts to achieve the SDGs, mainly in our support business for people with disabilities, and published in the booklet "Social: Challenges of Companies that Create Future Society" featuring CSR and CSV activities of companies. In addition to the university, we also receive individual interview requests from students and provide interview support.

Through these activities, we are working to develop the next generation.

Efforts to Promote Diver-In Employment

■A System to Support Everyone's Secure Working Environment: Initiatives for ISF NET's Own EMD

"EMD" is one of the unique efforts to support diver-in jobs.
EMDs are abbreviations for "Employment Doctor" and are coined by the ISF NET.
A straightforward translation means "Employment and physicians." However, this is a social contributions model that allows people who have a disability or other disabilities to understand their individuality and work in order to allow them to work.

■ Contents of EMD

●EMD Conference (from 2013)/Periodically held once a month
To communication problems due to slow familiarity in the work at the beginning. We suspect that this is not due to a lack of effort by employees who have repeated several times, but is due to some characteristics, and we are continuing to conduct tests at medical institutions. In a number of cases where individual development characteristics are clearly diagnosed.
In general enterprises, even in situations where work is strictly appropriate and the company must leave the company, it is possible to provide a place where people can take care of their characteristics and play an active role.
※At the time of its establishment, physicians at Kitasato University (currently, the National Institute of Industrial Science and Technology) have enjoyed and are involved in the activities of ISF NET.

We are still busy with the teaching work at the Institute of Industrial Science and Ecology, Industrial Science and Mental Health Laboratory, and we have been instructing the physician's perspective on how to provide assistance to the consultations of the employees of ISF NET.

In addition, research has been conducted on the following topics: mental and social factors at work, support for balancing treatment and work, and industrial health for the disabled and small and medium-sized businesses. The meeting is run with expert advice and accurate advice.

■EMD performance

The meeting is run with expert advice and accurate advice.
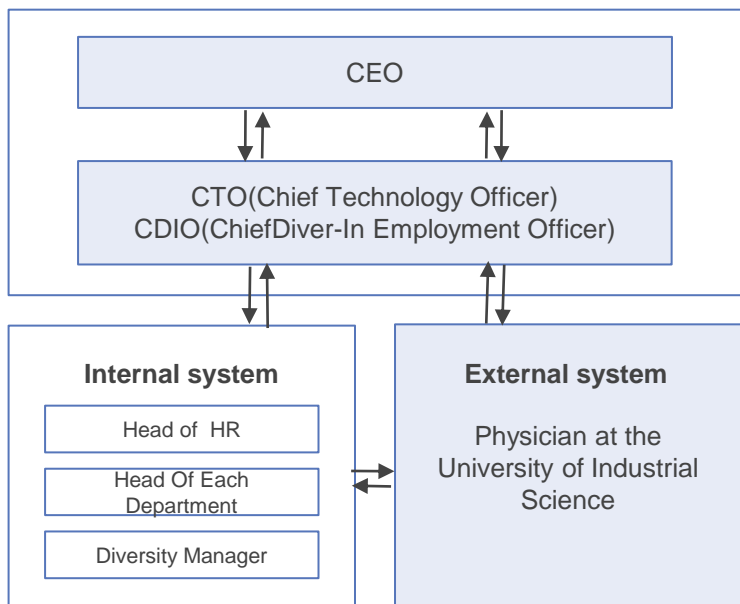
■EMD Performance

EMD understands the difficulties in working due to disability characteristics, in collaboration with external physicians and industrial physicians, physical considerations should be taken into an account. We have been able to continue to work and work.
We also check whether there are any development disabilities after an interview with employees who have problems with their familiarity with their work.

In addition, there are cases of people who were able to obtain a notebook after deciding on a support policy at a meeting.
With the clarification of the company's considerations, some employees are working as engineers at Group companies that provide employment support services for the disabled.

■EMD Response Results

In addition to supporting EMD in this way, ISF NET provides places and environments where a large number of people can play an active role.

	2020	2021	2022 (Comparison to 2020)
New Audience	15	10	- 5
# of Annual Support Targets	22	26	4
# of Improvements After Response	4	11	7
Post-response Improvement Rate	18%	42%	24%
Diagnosis/ Notebook Acquisition Rate	31%	38%	7%

Criteria For Improvement
①Those who have been working without complains and pointed out in support for six months.
②Those who have worked for half a year without any special symptom
　※Actual results are calculated in the fiscal year of improvement

■Future EMD Responses

EMD will continue to strive to create a place where people can feel a sense of significance in their existence and be active comfortably. Specifically, we will provide support for obtaining a certificate, provide and train employees for work by characteristics and strengths, and provide support and consulting to other companies in dealing with people with or without developmental disabilities who are ambiguous about their status.

Efforts to Promote Diver-In Employment

■ Endorsement Of The Purple Ribbon Movement

In 2013, we received a request from the Shizuoka Facility Declaring the Creation of a Gender-Equal Society for Gender Equality to raise awareness of the Violence against Women. As a sponsor, ISF NET wore purple ribbons on November 12-25.

In order to encourage diver-in-Employment, we have established a dedicated counseling desk to provide individual consultation services for people with a variety of circumstances. We have been calling on our employees again during this period, including the guidance of our consultation service.

■ Purple Ribbon

Awareness ribbon appealing for the eradication of violence against the woman.
The Purple Ribbon Movement began in 1994 in Berlin, New Hampshire, the United States. In Japan, the Purple Ribbon Movement is centered on the NPO "National Women's Shelter Net".
One example of this activities is the lighting up of the Tokyo Tower with purple lights on the night of November 25, 2009 (International Day for the Elimination of Violence Against Women), with the intention of encouraging victims and letting them know that they are not alone.

See also:
https://www.gender.go.jp/policy/no_violence/no_violence_act/index.html

■Renewal Of The ISF NET Group Logo

The ISF NET Group is working to create and provide jobs for people who have difficulty working for a variety of reasons, such as "Diver-In Employment". We also respect individuals and look at characteristics of the person, regardless of nationality, gender, or age, and focus on whether they can make an effort for the sake of someone else.

In addition, we aim to create an environment in which Employees can find "Joy in working" and "Motivation in life" and can work safely. Nobuko Saito (NEUF DESIGN), who is responsible for CI design/art direction at ISF NET, Inc. recently produced the ISF NET Group Logo, in order to communicate the characteristics of the Group in an easy-to-understand manner and to further strengthen its brand power.

人を見つめ、誰かのために働く。
ISF NET GROUP

ISF NET Group New Logo

Efforts to Promote Diver-In Employment

■ PRIDE Indicator Gold Wins Second Consecutive Year

PRIDE Indicator is used to create a work environment where gender minority members, such as LGBTQIA, can work in their own way within a Japanese company. They were established by work with Pride, a voluntary body that supports them.

The company's efforts are evaluated in each category and awarded at Gold, Silver, and Bronze based on earned points.
Since its inception, ISF NET has been working on Diver-In Employment. It was acknowledged that not only LGBTQIA users but also those in various circumstances are working together, so that they are strictly managing their personal data and creating an environment in which the individuals can work more comfortably.
As a result, the company received the highest "Gold" rating for the second year in a row.

■ Acquired The Highest D&I Award Index

The D&I Award is an award to certify companies that engage in diversity and inclusion (D&I). It was held by Job Rainbow, Inc. to support them. In this award, we focus on five aspects of diversity: "LGBT," "Gender," "Disability," "Multi-Culturalism," and "Child Care/Nursing Care." We evaluate the activities of application companies nationwide using our own index and certify them to "Beginner," "Standard," "Advanced," and "Best Workplace" based on the number of scores.

We are working with people in a variety of contexts, and we are committed to ensuring the management of personal information and creating an environment in which the individuals can work more comfortably. This time, these efforts have been evaluated, and the D&I Award is now certified as the best workplace.

At D&I Award

"Beyond, There is IT"

Starting on Wednesday, December 1, 2021, we released a "Beyond, There is IT" version of the ISF NET brand movie on our website, which depicts the realization of diverse IT infrastructure engineer careers.

As IT technology has evolved rapidly and the demands of IT engineers have increased rapidly, new work styles such as shortages in the workforce, changes in working values, and the penetration of secondary and secondary work have changed drastically and the external environment has changed dramatically.

In an effort to become the ideal home for IT infrastructure engineers, ISF NET is committed to create an environment where diverse careers and working styles can be realized so that employees can maintain high motivation and work with each other to realize their own growth.

Diver-In Employment, which creates and provides an environment in which people who have difficulty working for a variety of reasons can work with a sense of security.

"Challenge Recruitment", which can be used as a freelance engineer, aims to become an executive in his 20s.

A wide variety of careers, including IT specialists, IT consultants and executives.

Education systems and evaluation systems that can fully extend their own skills.

In this way, a system tailored to each engineer is implemented in accordance with the times.

In addition, since its establishment, all employees have shared the philosophy of other interests, and the entire company as a whole has grown together while enjoying employee's daily lives.

We also have created a brand movie called "Beyond, There is IT" that we hope to deliver to everyone a little more of the company's feel, which will create an environment where more IT infrastructure engineers can work safely for themselves.

I hope that when you look at the movie you will think that "I want to work together, take on a new career, and further develop our own skills, or I want to become a fellow member of such a company."

In order for all IT infrastructure engineers to work in engaged environment with excitement, ISF NET will strive to create the IT infrastructure engineers.

ISF NET Brand Movie "Beyond, There is IT"

■ Brand Movie Overview
- Title: "Beyond, There is IT" ver.
- URL: https://youtu.be/xa6_VKcLdPE
- Published: 2021/12/1 (Wed)
- PR: ISF NET HP, Web, Recruiting media
- Story:
  In addition to messages to all IT infrastructure engineers, we are putting the concept of ISF NET into this brand movie. Moreover, by showing us how we seriously tackle things and enjoy ourselves while drawing on the personalities and specialties of our Employees, we have created a brand movie depicting how we live our lives with a sense of joy to work with our favorite colleagues while growing together as a company as a whole.

Health Management Efforts

■ Company Philosophy On Health Management

We are striving to promote the health of all Employees of the ISF NET Group under the slogan "Pursuit of Health."
In July 2021, we announced a health promotion declaration to further strengthen this initiative.

ISF NET Health Promotion Company Declaration

Under the slogan of "Pursuit of Health," ISF NET is committed to daily health promotion in order to create a work environment where each and every employee can enjoy working with excitement and good health, both physically and mentally, as well as to create secure employment for all people with diverse individuality.
 	
"Efforts for Lifestyle-Related Diseases"
  Creating an in-house environment where employees can develop their own health
"Efforts for Sleep and Rest"
  In conjunction with industrial physicians and in-house committees, measures such as mental health measures, correcting long working hours, and stress management measures will be strengthened.
"Initiatives to Stop Smoking"
  Prohibition of smoking during working hours and strict adherence to the rules for smoking in consideration of the people around you

■Efforts to Promote Health Management

In 2021, ISF Net established a Safety and Health Committee to disseminate its philosophy and related measures.
In particular in order to strengthen employee health and safety, the ISC has defined seven zeros for items that must be eliminated within the company (aiming at zero), and is working to promote health management.
We are working on the basis of our policy that the Health and Safety Committee will "create an attractive work environment based on the seven zeros of the ISC."

● "7 zeros" at ISF NET
① Harassment ②Bullying ③ Discrimination and Prejudice
④ Overwork ⑤ Internal Factions
⑥ Unreasonable Instructions ⑦ Inequality

【Major Initiatives】
◆Implementation Of A Health Questionnaire Survey For Telecommuters
・Moving Survey Results and Measures to All Employees
・Interview with industrial physicians through the Health Committee
　from the results of the questionnaire

◆Implementation of VDT education
　Summary of precautions for VDT work and development to all Employees
※VDT work refers to work using information terminals (=Visual Display Terminals) with screen display devices such as LCDs and input devices such as keyboards, mice, and touch screens.

◆Disaster Prevention Measures
　Drill videos on the use of fire extinguishers for all Employees
　Visualization of AED Installation Sites by Site and Development of Usage Methods

◆New Year's Disaster-Free Movement (Complete 5S)
　Call for thorough implementation of 5S during the general cleaning
　Identify risks and implement improvement activities using the Workplace Checklist

■System for Promoting Health Management

To improve the health literacy of each employee, the Health and Safety Committee is responsible for continuously promoting health management through the integration of "health promotion" to establish employee behavior habits, "health management" to lead to early discovery and early treatment, and "security and risk management" to create an environment where both treatment and work are compatible.
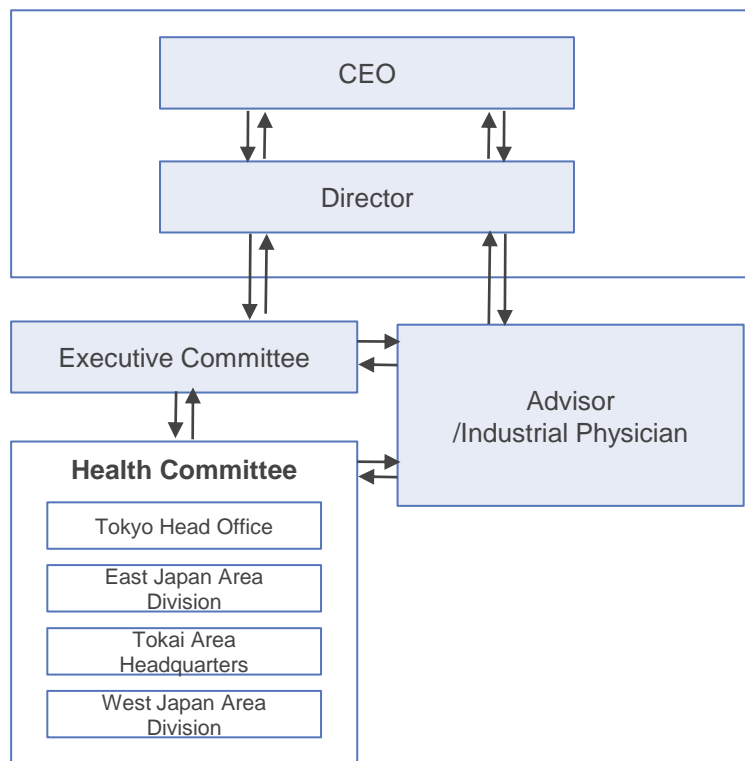
Foundation Of The Committee

In January 2021, we formed an internal committee to resolve internal issues and strengthen management strategies.
In the formation of committees, the committees were merged and newly established, and as of December 2021, 19 committees were active.
Each committee is working to improve the company's challenges and realize its vision.
Regardless of the department to which the committee belongs, the participation of employees from multiple departments facilitates the implementation of collaborative activities between departments.
In the future, we intend to assume a role as a place to train youth by selecting youth as the Chairman in the Committee.

Governance and Risk Management Committee

With the aim of establishing an optimal risk management environment, we will identify risks in the management of the company from both a bird's-eye perspective and a future perspective and submit them to the Board of Directors..

Labor Safety and Health Committee

For employees, we are working to improve employee satisfaction (ES) with the aim of maintaining an environment where employees can work safely and securely.

Compliance Committee

The purpose of the activities is to establish and promote a system related to compliance.

Information Security Committee

The aim is to make effective use of information assets in management activities and to contribute to management. In order to accomplish this goal, we present a code of conduct concerning information security and ensure a high level of information security.

Quality Control committee

We are working to improve the quality of our ISF NET services.

Disclosure Committee

The aim is to increase corporate value by disclosing information to stakeholders. Specifically, we will disclose information to stakeholders in order to enhance brand value, improve employee satisfaction, and improve management capabilities.

Personnel Planning Committee

In line with an equitable human resources system, we will work to develop long-term human resources by breaking down and clarifying the goals and careers of our Employees.

DX Promotion Committee

In order to improve the IT literacy of all departments, we intend to promote the use of DX by our employees.

Disaster Countermeasure Committee

In the event of a disaster, we are working to protect the life and assets of all employees and to ensure business continuity or prompt recovery.

Female Employee Activity Promotion Committee

In order to capture life events proactively and to create an environment in which they can work, we are working to monitor the active status of female employees and promote their activities.

Mission Committee

In order to realize social contributions based on the skills learned in one of the ten visions, we have set the goal of "Monitoring and Promoting Social Contribution Activities" and promote CSR through various activities by contributing to the public and activating them.

YEC Committee

We will work with the aim of providing and promoting the development of opportunities for the active use of youth employees, such as YEC(Young Executive Candidate).

Award and Penalty Committee

In accordance with the reward and punishment regulations, the main activity is to fairly recognize employees and implement disciplinary punishment.

Solution Planning Committee

In order to promote new businesses and solutions that are effective for management, we collect input on the development of new solutions, select technologies, check the development process, etc.

Communications Improvement Committee

We will implement a variety of measures and efforts to revitalize our internal communications.

Knowledge Practical Committee

The aim is to collect the knowledge and experience of each employee and solve the difficult management problems of the company.

Diver-In Employment Committee

This committee aims to realize Employment and ESG/SDGs that are meaningful to people with a variety of reasons and difficulties in their work.

DIOA・IRP Committee

DIOA and IRP Committee promotes company-wide DIOA and IRP, along with the related structuring, various flow-based arrangements, and deliberations.

Committee Management Committee

We are working to monitor the progress of the Monthly Review and Schedule of the Committee, as well as to check the progress and evaluate the activities.

Compliance Initiatives

■ Background And Concept Of Compliance

The ISF NET Group conducts all compliance enhancement activities aimed at establishing and promoting a system of legal compliance in order to comply with social ethics, laws and regulations, and various internal regulations, and to conduct appropriate and sound corporate activities based on the Group's corporate philosophy.

In order to promote activities to continuously increase corporate value by ensuring management transparency and conducting corporate activities based on efficiency and fairness, the Group has established the Internal Audit Office, which aims to strengthen internal control functions, the Compliance Committee, which aims to thoroughly comply with laws and regulations and to strengthen appropriate risk management, the Awards and Penalties Committee, which aims to fair strict awards or penalties based on the spirit of rewards and penalties, and the Information Security Committee, which aims to strengthen information security.

■ Corporate Governance Organization Chart
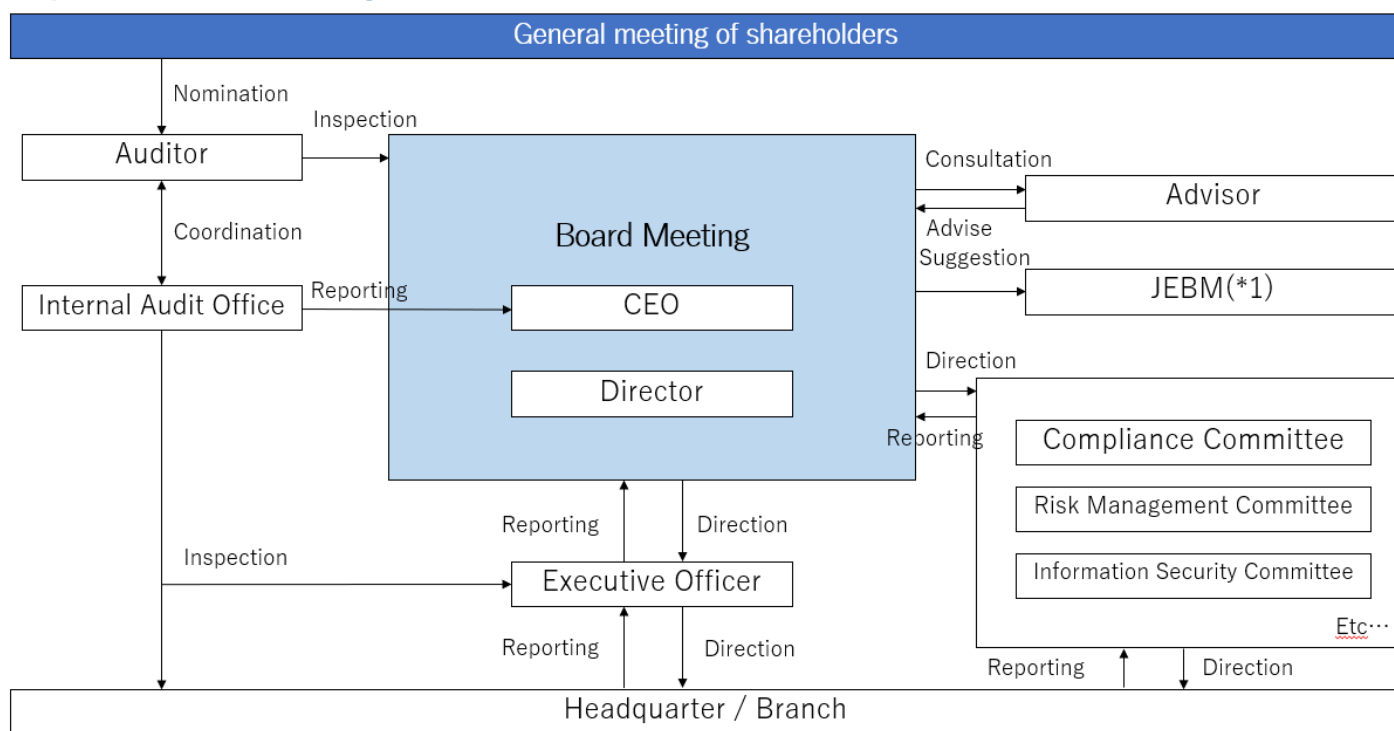
■ Internal Control

The Internal Audit Office, which is directly directed to the President, has been established to periodically audit the status of business operations and compliance in each division. By reporting these evaluations to the President and monitoring the improvement of business processes and progress accordingly, we have developed and implemented processes that can provide reasonable assurance not only to comply with relevant laws and regulations, but also to achieve the goals of operational effectiveness and efficiency, reliability of financial reporting, and preservation of assets.

■ Feature Of The Corporate Governance System

1. A new committee system was established in 2021, and risk management reports are reported monthly from the Risk Management Committee to the Board of Directors.
2. JEBM(Junior Executive Board Member: Selected Young Members have suggested governance and management issues to the Board.
3. In 2022, the Internal Audit Office was newly established (*), and a system was established in cooperation with the corporate auditors to audit each division and executive officer and report to the representative director.

Internal Audit Office :
With the goal of avoiding risks in advance and improving the efficiency of business processes, we will participate in subcommittees of the Internal Audit Association to create a foundation for internal audits and clarify the basis for them while actually conducting internal audits.

Compliance Initiatives

■ Establishment Of The Governance And Risk Management Committee

The Governance and Risk Management Committee is working to identify important risks and execute countermeasure plans. Important risks were determined by directors and executive officers as major items, and the Governance and Risk Management Committee and external consulting companies advised, and the addition of medium and small items was confirmed as important risks. In the future, each committee will carry out countermeasure plans for these risk issues and work on them.

■ Internal Hotline System

As part of our activities to ensure fairness and integrity, as well as to ensure the safety and security of employees, we have established a ISF NET Group Kikusui-ji Temple, which enables employees to answer directly to their representatives anonymously through the use of the website.

This window also serves as a "window for internal complaints" and has a form in which posted information is sent directly to the president anonymously. In addition to internal complaints, this window also has a mechanism for freely posting comments and suggestions to the company, inability to directly speak directly to the immediate supervisor, security issues and other compliance issues, and other anonymous communication directly to the representative director.

In addition, employees reported under the Public Interest Reporter Protection Act and in-house regulations are appropriately protected, and the relevant improvement activities are instructed and executed at the top-down in order to solve the problem of the content of the report.

■ Compliance Instruction

The ISF NET Group has a basic pledge and is committed to ensuring that all its employees always follow the ISF NET Group's management philosophy and philosophy and comply with all corporate-wide ethical principles.

In addition, we have established a system that ensures policies and procedures to ensure that the instructions and instructions of the representative director are properly executed, and that the necessary information is communicated to employees as appropriate, and to ensure that both internal and external organizations and the relevant parties interact with each other. At the same time, by continuously implementing the propagation of the Group's principles, we have strengthened guidance so that all employees can implement standards and behaviors based on ethics.

■ Issues To Be Addressed

In 2022, we anticipate the impact of the new Corona Virus contagious disease, which will repeatedly increase and decrease, while aiming for further growth: ① retention of seamless dispatch; ② implementation of reskilling; ③ creation of new solutions; ④ resolution of issues in the personnel evaluation system; and ⑤ improvement of productivity and operational efficiency, which we consider to be important issues to be addressed in the current fiscal year.

①Realization Of Seamless Dispatch
In the engineer dispatch business, after a certain period of time, the engineer dispatched to you will return after the dispatch period. Typically, a sales representative will find a new destination for days to weeks after this return.
We will continue to work to establish seamless dispatches with the aim of minimizing (zero) the period between the date of dispatch and the date of dispatch again.

②Implementation Of Reskilling
The IT skills of network engineers will become obsolete each time the era and new IT technologies are developed.
Especially in the recent technological innovations in cloud computing, we expect to see further environmental changes in the future. As a company, it is necessary for engineers to acquire appropriate skills at the appropriate timing again and again.

③Creating New Solutions
We have about 1500 engineers, and we need to improve their loyalty by creating a clear career path for each engineer's own future and making the future more specific.
It is necessary to create at least one new solution as a platform for expanding careers and as a place for their activities.

④Resolving Issues In The Personnel Evaluation System
In 2020, we introduced a new personnel evaluation standards and wage table system for each technical, sales, and management job category with the aim of raising employee motivation and preventing employee turnover. In 2021, the new system was introduced through individual target management interviews with employees (performance targets and action targets) as the first year of operation. On the other hand, issues such as establishment of scoring standards and relative evaluation methods in management divisions have emerged. In the current fiscal year, we will need to implement measures to resolve these issues.

⑤Improve Productivity And Operational Efficiency
In order to prevent employees from leaving the company and to double the employee's retention rate, we need to improve operational efficiency and productivity.
We will assign DX promotion staff to each department as a DX (digital) Ambassador, and implement specific measures such as promoting automation such as RPA introduction and macro setting, and carving out non-core operations to Group companies.

ISF NET Group Human Right Policy

1. Purpose

The ISF NET Group respects the protection of internationally declared human rights and prohibits all forms of discrimination in employment and occupations. Especially based on the idea of 30 Major Employment and global response for all nationalities and races, we will create environment and pursue the happiness of all the people involved in the ISF NET Group.

2. Scope Of The Policy

This policy applies to all managers, board members, and Employees of the ISF NET Group.
The Group will educate group managers, Employees on the great cause, principles, and philosophy of the Group, ensure the protection of human rights, and prohibit any discrimination in employment and occupations.
The Group will also encourage stakeholders such as business partners and suppliers to protect their human rights, and will encourage improvement in the event of suspected human rights violations.

3. Reference Material, International Code Of Reference And Compliance With Applicable Laws And Regulations

・Universal Declaration of Human Rights
・Guiding Principles on Business and Human Rights
・The Implementation of the United Nations "Protection, Respect and Relief" Framework
・OECD Guidelines for Multinational Enterprises

4. To Our Stakeholders

Based on its basic philosophy of "contributing to a global society," the ISF NET Group continues to contribute to a diverse range of societies together with its stakeholders. We request that you understand our efforts to respect human rights and support the principles of this policy. If human rights violations are suspected by our stakeholders, we will also request our stakeholders to improve human rights violations.

5. Improvement, Human Rights Due Diligence

The ISF NET Group has a system in which various consultation desks are set up to promptly notify the relevant contacts when an event that is suspected of human rights violation has been discovered by the Group's managers and Employees.
In addition, the Group has established a system for consultation with outside experts, such as lawyers.
By utilizing these measures, we will weigh and evaluate the impact of the Group's corporate activities on human rights.
The Group will take appropriate action when it is aware of an event of concern about human rights violations.
We will track and verify the validity of the actions taken and disclose the results.

6. Communications, Dialogue & Consultation

If there is any concern about human rights violations with stakeholders, the ISF NET Group will strive to protect human rights through frequent interaction and discussions with each other and to improve these issues. In addition, the Group will regularly hold discussions with reliable independent experts.

7. Individual Human Rights Problems

(1) Prohibition of Discrimination
The ISF NET Group will not discriminate against workers in employment or occupation based on their race, color, gender, religion, political opinion, nationality or social origin or other circumstances (this is stipulated in Paragraph 3, Article 1 of the ISF NET Group Code of Conduct).

(2) Respect For Diversity
In accordance with the 30 Major Employment concept set forth by the ISF NET Group, the ISF NET Group respects diversity, including mental and physical disabilities and gender orientation, and strives to provide an appropriate working environment.

(3) No Child Labor/ Forced Labor
The ISF NET Group will prohibit child labor and forced labor, provide a safe working environment, secure minimum wages, and promote appropriate working hours management.

8. ISF NET Group Vision

The ISF NET Group has formulated the 10 Visions with the aim of maximizing the creation of the joy for Employees and resolving concerns throughout the Group. The first of such visions is to eliminate,
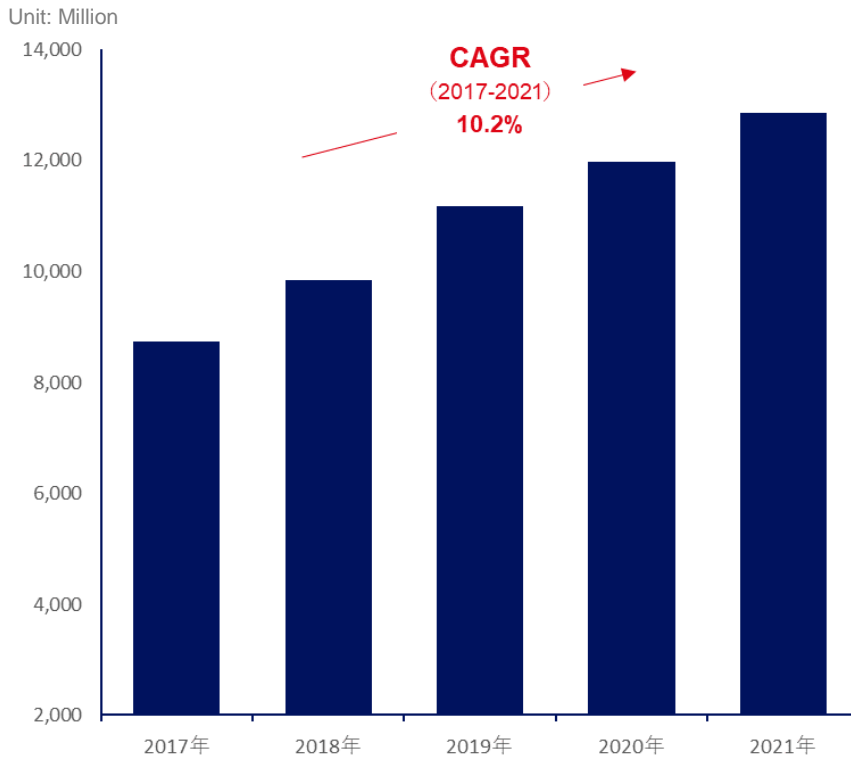
(1) Harassment (2) Bullying (3) Discrimination・Prejudice (4) Overwork (5) Internal Factions (6) Unreasonable Instructions (7) Inequality

to be set to 0 (zero).
With these 7 zeros, the Group aims to be a " Company with zero relationship problems " and does not infringe on the human rights of its workers.

Enforcement on Reiwa 3. January, 1st

Financial Growth Highlight

■ Net Sales

Unit: Million

CAGR
（2017-2021）
10.2%

(Bar chart values, y-axis: 2,000 – 14,000)
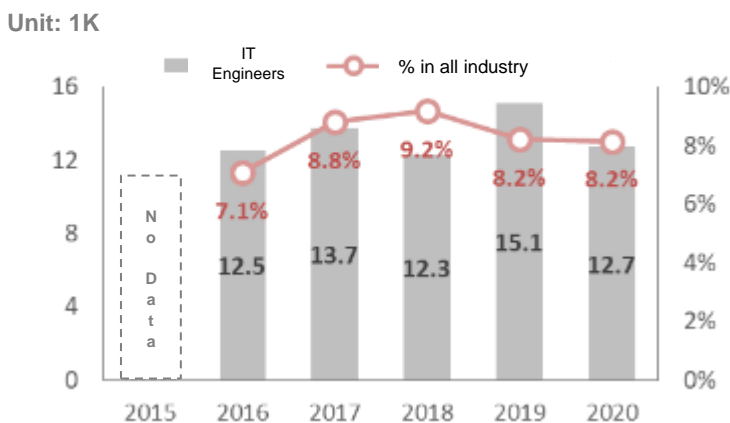
2017年　2018年　2019年　2020年　2021年

In fiscal 2021, sales of services related to IT network clouds (dispatching and contracting) increased by approximately ¥12.9 billion. CAGR from fiscal 2017 to fiscal 2021 was 10.2%.
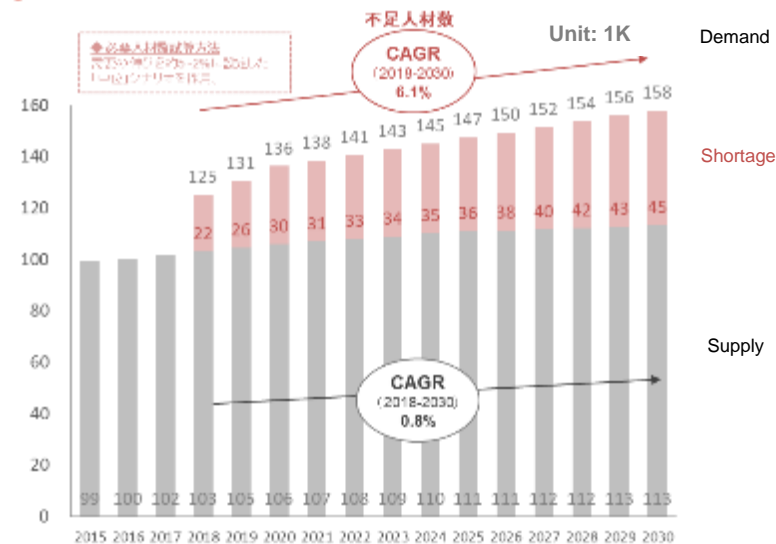
■ Business Environment ※

Trend in IT Staffing (IT Industry)

Unit: 1K

IT Engineers　　% in all industry

No Data

7.1%　8.8%　9.2%　8.2%　8.2%

12.5　13.7　12.3　15.1　12.7

2015　2016　2017　2018　2019　2020

The number of dispatched engineers in the IT industry is on an increasing trend.

■ Business Environment ※

Trend in IT Staffing Demand *2018 fiscal year

不足人材数
必要人材数
CAGR
（2018-2030）
6.1%

Unit: 1K

Demand

125　131　136　138　141　143　145　147　150　152　154　156　158

22　26　30　31　33　34　35　36　38　40　42　43　45

Shortage

CAGR
（2018-2030）
0.8%

Supply

99　100　102　103　105　106　107　108　109　110　111　111　112　112　113　113

2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030

Among the current 220,000 IT engineers shortage, there is expected to be a further increase in demand, such as reaching 450,000 in 2030.
The unit price in the temporary staffing market is trending upward, trending at a high level compared to all industries.

※Developed by Yamada Consulting Group Co., Ltd. from the MHLW's "Summary of Report on Human Resource Business" and MIC's "Survey on IT Human Resources Supply and Demand"

Key Non-Financial Data

Trends in Number of Employees		2019	2020	2021
# of Employee*1		2,242	2,315	2,335
	Man	1,652	1,670	1,696
	Woman	590	645	639
Employment・Work		2019	2020	2021
# of Newly Graduate		95 (Domestic:58, Oversea:37)	136 (Domestic:108,Oversea:28)	63 (Domestic:60, Oversea:3)
# of Career Recruitment *2		445	215	160
Diver City		2019	2020	2021
# of Employees with Disabilities		52.5	58.5	59
# of Special Needs Employment Rate		2.37%	2.45%	2.49%
# of Female Managers		16	28	39
# of Foreign Employees		188	198	178
Work・Life・Balance		2019	2020	2021
Average Overwork Time		7.8 hrs/ month	7.0 hrs/ month	7.1 hrs/ month
Rate of Paid Holidays		73.84%	68.19%	74.77%
Employee Satisfaction Rate*3		71.98%	73.11%	70.63%
Maternity Leave	# of User	28 (M:17,F:11)	46 (M:27,F:19)	36 (M:20,F:16)
	Utilization Rate	87.0% (M:73.9%,F:100%)	89.7% (M:79.4%,F:100%)	95.5% (M:90.9%,F:100%)
	Return Rate	96.0% (M:100%,F:92.0%)	96.0% (M:100%,F:92.0%)	96.5% (M:100%,F:93.0%)
Numbers of Leave on Supporting Work-Life Balance*4	Sick/ Injured Child Care Leave	71 (M:27,F:44)	58 (M:24,F:34)	37 (M:14,F:23)
	Event Holidays	58 (M:31,F:27)	62 (M:39,F:23)	63 (M:31,F:32)
	Self-care Holidays	1	5	3
# of Employees Using Spousal Maternity Leave		15	21	14
# of Nursing Care Leave		1	2	0
# Using Cut Working Hours		25	39	24

*1 Male-female notation: The male to female ratio is based on gender as either gender for convenience. Figures for fiscal year-end results.
*2 Number of full-time career recruits
*3 Results of "Satisfied" and "Somewhat Satisfied"
*4 Leave available on a half day holiday unit for the following reasons
・Sick/injured child-care leave (5days per year with pay and 20 days without pay)
・Child event holidays: When a child participates in a child's school event up to 18 years old (2days per year given with a pay)
・Self-care holidays: Visiting hospitals for infertility, Gender-appropriation surgery, and Hormone treatment (only 1 day per month with pay)

Data Section

Company Profile

Name	ISF NET, Inc.
Found Year	2000 / 01 / 12
Capital	¥100,000K
CEO	CEO YUKIYOSHI WATANABE (President of the ISF NET Group)
Board Member	Director Seikou Motomura Executive Officer Tora Yutama Executive Officer Masatoshi Hamada Executive Officer Hiroshi Sugita
Employees	2,355 Entire Group : 2,470 (2022/ 1/ 1, Today)
Auditor	Kenichiro Sakai
Advisor	Yasuki Kanda (Legal Clinic, Waseda University) Yoshikazu Minato (Minato Tax Acountant Office) Kenichi Ando (Ando Social and Labor Consultants Act) Yoshiwa Takada (PwC Kyoto Audit Corporation Ishihashi Yukio (I&I Partners) Norihide Saito (NEUF DESIGN) * Branding Advisor/ Art Director
Audit Corporation	Kyoto Audit Corporation *Advisor

Our Business

①Information and telecommunication system design, construction, maintenance, and consultation

②Computer software/hardware development, import and sales

③Computer system operation, management and maintenance

④Design and implementation of computer software and hardware tests and consultation

⑤ Provision of verified information in ④

⑥Leasing and management of hardware and software verification facilities, equipment and equipment

⑦Educational services related to computer operations, program production, etc.

⑧Sales of recycled computer hardware and peripherals

⑨Consultant services related to running business and investment

⑩IT Staffing Business Head Office (Dispatch# 13-304931) based on the Worker Dispatching Business Act

⑪Fee-based job placement service (License #: 13-U-010728)

⑫Employment support and employment support services for persons with disabilities

⑬Welfare services for persons with disabilities based on the Act on Comprehensive Support for Persons with Disabilities

⑭Any and all businesses related to each of these preceding items.

Office Locations

We have 16 IT support sites supporting our customers together with our nationwide group companies.

Tokyo : Oak Akasaka Build 3F, 7 - 1 - 16, Akasaka Minato ward, Tokyo

Akasaka : Makino Build 2F /3F, 3 - 21 - 3, Akasaka, Minato ward, Tokyo

Sapporo : Parato Kitaichijo Build 5F, 3 - 3 West Kitaichijo, Chuo ward, Sapporo city, Hokkaido

Morioka Call Centre : Lavi Build 4F, 15 -18 Morioka ekimae dori, Morioka city, Iwate

Sendai : Azalea Hills 2F, 3 - 4 - 1 Tsutsujigaoka, Miyagino ward, Sendai, Miyagi

Utsunomiya : Utsunomiya Daido Seimei Build 3F, 4-1-18,Odori, Utsunomiya city, Tochigi

Numazu : Carny place Numazu Build 3F, 161 Saijocho, Numazu city, Shizuoka

Shizuoka : Sumitomo Seimei Sizuoka Tokiwacho Build 8F, 2-13 -1, Tokiwacho, Aoi ward, Shizuoka city, Shizuoka

Hamamatsu : Room#33 Viola Tamachi 3F, 223 -21 Tamachi, Naka ward, , Hamamatsu city, Shizuoka

Nagoya : Matsuoka Build 2F, Aichi, 2- 45 -7, Meieki, Nakamura ward,Nagoya city, Aichi

Osaka : MPR Shin Osaka Build 6F, 4 -3 -7 Miyahara, Yodogawa ward, Osaka city, Osaka

Osaka2〈Open Office Shin Osaka Kita〉 :
Shin Osaka 3 Doi Build 6F Open Office, 1 - 8 -24 Miyahara, Yodogawa ward, Osaka city, Osaka

Hiroshima : Hiroshima High Build21 4F, 3 -1 Ginzancho, Naka ward, Hiroshima city, Hiroshima

Fukuoka : Hinode Fukuoka Build 10F, 1-12-1 Tenjin, Chuo ward, Fukuoka city, Fukuoka

Saga Service Station : Meijiyasudaseimei Saga Build 1F, 3 -15 Minamihoncho, Saga eki, Saga

Okinawa Service Station : 9F, 1-1-1 Kumoji, Naha city, Okinawa (※Contact only, no staff at office)

● **IT Support Location**

Group Location in Japan

Hokkaido Area 1	
Tohoku Area 8	Tokai Area 6
Kanto Area 1	Okinawa Area 1
Tokyo Area 5	Kyushu Area 3
Kinki Area 2	Chugoku Area 1

Data Section

ISF NET GROUP

ISF NET Joy, Inc.
Job Creation, Job Migration Support,
and Continuous Job Support for the Disabled Type B Support

Head Office	Central Build 3F, 7-1 Oomachi, Hira Aza, Iwaki city, Fukushima
Service Dept	88 Christal Court 5F 3-6-17 Minamidai, Nakano ward, Tokyo
Morioka Office	Lavi 4F 15-18 Morioka Ekimaedori, Morioka city Iwate
Fukushima Office	Kusano Build 1F 5-6 Honmachi, Fukushima city, Fukushima
Iwakihira Office	Hira Central Build 3F 7-1, Oomachi, Hira Aza, Iwaki City, Fukushima
Yoyogi Office	205 Yoyogi Hight's 1 3-31-12, Yoyogi, Shibuya, Tokyo
Numazu Office	Carney Place Numazu Build 6F 161 Nishijomachi, Numazu city, Shizuoka
Saga Office	Meijiyasudaseimei Saga Build 1F 3-15 Eki Minamihonmachi, Saga city, Saga

ISF NET Benefit Institution
Job Creation and Continuous Employment Support for the Disabled Type B

Aoyama Office	Yanami Build 3F, 7F 1-4-2 Minami Aoyama, Minato ward, Tokyo
Toyohashi Office	Well Plaza Yumex 8F 1-18 Hirokoji, Toyohashi city, Aichi
Morioka Office	3-B Daigo Mitsuwa Build 5-6 Kaiunbashidori, Morioka city, Iwate
Sendai Office	Futsukamachi Shimada Build 4F 8-6 Futsukamachi, Aoba ward, Sendai, Miyagi

Oversea Office

Korea	ISF NET Korea, Inc.	Keystone Building, 636, Seolleung-ro, Gangnam-gu, Seoul
China	愛思弗耐特信息技術（大連）有限公司	遼寧省大連市甘井子区軟件園路 33 号 2＃楼 b105A
	愛思弗耐特信息技術（大連）有限公司 上海分公司	上海市長寧区天山路 641号 20 幢（2号樓）409R 室
India	ISF NET India Private Limited	Vatika Business Centre, II Floor, Block-B, First India Place, Sushant Lok Phase -1, MG Road, Gurgaon - 1220 02 , Haryana, India

Terms

■**FDM(Future Dream Member)**
Employees with disabilities are called FDMs (Future Dream Member) as members of ISF NET that realize future dreams.

■**IRP(ISF NET Reward Program)**
The system of the bonus.

■**ISC(ISF NET Standard Concept)**
Company's idea of making a company with only those who want to work with each other

■**10 visions**
Based on the opinions of Employees, the 10 Visions combine our corporate culture guidelines and missions and articulate what we should aim for.
To share with Employees the excitement and the goals they want to achieve in the near future.

■**30 Major Employment**
To create and provide an environment in which people who have difficulty working for a variety of reasons can enjoy a sense of security, we have been working on with concept of "30 Major Employment".
"30 Major Employment" is our recruitment process in response to those who fall under the categories such as seniors, criminals, LGBTQIA (sexual minority), non-resident persons, or others in the 30 items defined by the Company (self-reported), that they do not get placed decisions by their resumes or histories, and they are encouraged to strive to acquire company's ethical standards.
With "Diver-In Employment", it will not be limited to these 30 categories, but we will try a wider range of Employment.

■**Challenge Recruitment**
 ISF NET actively employs people who have a variety of aspirations and ideas that they want to grasp new opportunities and take on new challenges.

■**DIOA(ISF NET/ intelligence original account system)**
Inclusion of SG&A expenses = Structure in which SG&A personnel generate earnings.

■**Aibora**
This is an abbreviation for "volunteer activities with love" in Japanese and consists of volunteer Employees.

■**JEBM(Junior Executive Board Member)**
If the term of office of YEC (Young Executive Candidate) is completed for one year, YEC will be appointed as a JEBM from the second year.

■**Diver-In Employment**
This is our unique effort to create and provide an environment in which people who have difficulty working for a variety of reasons can work with a sense of security. Diver-in is a combination of word "diversity" and "inclusion". This aims to give everyone a joy to work and life through a variety of employments.

■**Ally**
This means "someone who understands and supports LGBTQ."

■**PRIDE Indicators**
Sexual minority groups such as LGBTQ were defined by work with Pride, a voluntary organization that supports them, in order to create a working environment where they can work in their own way within a Japanese company.
The company's efforts are evaluated at each item and awarded at Gold, Silver, and Bronze based on the number of points acquired.

External Evaluation

Our Efforts Were Evaluated From Various Organizations

 We focus on the work-life balance (harmony between work and life) of each employee and encourage them to take paid vacations such as "birthday leave" and "anniversary leave. The "Nagoya City Work Life Balance Award" was given in recognition of the introduction of the "Children's Event Leave" system (paid) for employees with children up to 18 years old, and the promotion of telecommuting.

 The company has achieved its own action plan and targets based on the Act on Advancement of Measures to Support Raising Next-Generation Children, and the company's efforts to enhance and promote the use of support systems for balancing work and child rearing have been highly evaluated. Company has received "Kurumin" certification from the Minister of Health, Labor and Welfare for four consecutive terms as an excellent "company supporting child rearing. In addition, we have acquired "Platinum Kurumin" certification.

 We have established our own "Diver-In Employment" initiative to create an environment where all employees can work with peace of mind and vitality, and our efforts to allow the use of toilets and working names that match the chosen gender of the employees were highly evaluated and received the highest rating of "Gold" in the "PRIDE Index 2021" for two consecutive years.

 ISF NET received the D&Iaward of "Best Workplace" award, which is the highest rating among the five unique metrics focused on LGBT, Gender, Disability, Multi-Cultural Symbiosis, and Child Care/Care, as an element of diversity for its gynecological examinations (breast cancer examinations, etc.)regardless of the sex of the employee's family register, and for its consultation services that allow foreign employees to choose the language they prefer, as well as follow-up and resume jobs during child-care leave in order to create an environment where all Employees can play important role their jobs regardless of gender, age, nationality, or disability,

 To prevent employees from leaving their jobs due to nursing care as a company that promotes the development of a workplace environment that allows employees to balance work and nursing care, we have received "Tomonin" certification from the Ministry of Health, Labor and Welfare.

We are actively encouraging teleworking to achieve one of our vision, "the freedom to choose working styles in 3 years". Our goal is to develop a management environment for all kinds of risks and numeric goals of teleworking through the "Telework Tokyo Rule Implementation Company Declaration System". Furthermore, in collaboration with several internal committees, the company declared to realize equal employment of diverse human resources and was certified as a declared company.

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