

News Release



Intelligent Wave Inc.
10th Mar., 2022

Intelligent Wave certified as 2022 Certified Health & Productivity Management Outstanding Organizations (Large Enterprise Category)

On Wednesday 9th March, 2022, Intelligent Wave Inc. (Head office: Chuo-ku, Tokyo; Representative Director, Chief Executive Officer: Kunimitsu Sato, IWI) was certified as '2022 Certified Health & Productivity Management Outstanding Organizations (Large Enterprise Category)' in the Certified Health & Productivity Management Outstanding Organizations Recognition Program by the Ministry of Economy, Trade and Industry.



2022
健康経営優良法人
Health and productivity

Health and productivity management is the strategic implementation of health management for employees from a management perspective, and is expected to contribute to the enhancement of enterprise value and business sustainability.

The Certified Health & Productivity Management Outstanding Organizations Recognition Program designed by the Ministry of Economy, Trade and Industry, is the program to certify the companies promoting health and productivity management. IWI was certified as the 2022 Certified Health & Productivity Management Outstanding Organizations (Large Enterprise Category).

IWI provides IT infrastructure that plays an essential role in society. Improvement of human capital such as health of our employees is one of the most important efforts for us to ensure the stable operation of the IT infrastructure and improve the quality of products and services. In May 2021, we disclosed 'Declaration of Health and productivity management' and have strengthened efforts.

■ IWI's initiatives for health and productivity management

<Promotion of employees' health>

We are conducting physical health and mental health measures for promotion of employees' health totally. For physical health, IWI is promoting various initiatives to strengthen the health management system of employees and to improve the health literacy of employees and their families. For mental health, IWI is enhancing necessary measures by conducting stress check test for all employees once a year and developing health guidance and training based on the test result.

Physical health measures:

- Full payment of health screening expenses for over-35-year-old employees and the dependents
- Full payment of gynecological examination for employees less than 35 years old
- Health consultation service by an industrial physician and a public health nurse
- Health consultation service by an external association
- Health care webinars for employees and their families
- Group Long Term Disability program

Mental health measures:

- Private meetings for managements
- Self-care and line care training for mental health
- Health consultation service by an industrial physician and a public health nurse
- Mental health consultation service by an external association

<Reforms of work style related to working hours and leaves>

IWI is centralizing, but not depending on each department, the management of all employees' working hours. We alert employees working overtime beyond a fixed hours, and we provide guidance directly to managers in the relevant department where employees are working a lot of overtime. The working hours of the entire company have been steadily decreasing, and in 2021, we were able to reduce the average monthly working hours by about 6% compared to 2017. Also, according to the actual reduction of overtime hours, we return the reduced working hours to the employees in monetary form as 'Allowance for Creating Time.'

In 2018, IWI established a system in which employees can take an annual paid leave in units of hours, and from April 2019 we promote employees' planned use of paid leave. As our own system, furthermore, we have added three days to the five days of paid leave per year required by the work style reform legislation and encourage all employees to take at least eight days of paid leave per year.

<Health management of employees by monitoring quantitative indicators>

IWI is monitoring quantitative indicators to measure effects of initiatives for health promotion and work style reform. We will continue to measure these indicators and make the effect more visible.

Examples of indicators:

- Specific health guidance conducting rate
- Stress check taking rate

<Improvement of employees' engagement>

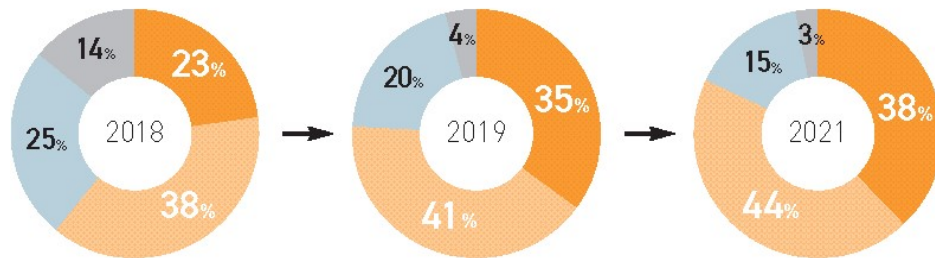
Since 2017, we have conducted an annual satisfaction survey for our employees. The survey response has promoted the use of paid leave and strengthened training programs for managers. Employee engagement improves year by year as a result of various initiatives to create a comfortable and worthwhile environment to work. The surveyed in 2021 revealed that more than 80 % of

employees felt their jobs more worthwhile and their work environment more comfortable than before.

Regarding the improvement of the corporate climate

Do you think your job is more worthwhile and your working environment is more comfortable than before?

■ I think so ■ I somewhat think so ■ I hardly think so ■ I do not think so



* Not implemented in 2020 due to the COVID-19 pandemic

■ Future prospects

We will be pursuing comfortable working environment and worthwhile jobs for our employees continuously. We will not only strengthen measures for bad health conditions in physicality of lifestyle-related disease and mentality caused by high stress, but also improve working environment by such as reducing long working hours. IWI will promote those activities to acquire the qualification of 'White 500', which honors the top 500 companies under 'Large Enterprise Category' of the Certified Health & Productivity Management Outstanding Organizations Recognition Program.

Our goal is to realize management philosophy, 'Create safety and convenience for the information society of the next generation.' To achieve the goal, promoting Health and productivity management, IWI is developing an environment enabling employees to challenge, to grow, and to work proactively for ensuring stable operation of the IT infrastructure and improving the quality of products and services.

【About the Certified Health & Productivity Management Outstanding Organizations Recognition Program】

This recognition program is designed by METI and conducted by Nippon Kenko Kaigi* with an aim to create an environment in which large enterprises and SMEs that are practicing health and productivity management are recognized by society. This program has two categories: Large Enterprise Category and Small and Medium-Sized Enterprise Category. Enterprises are recognized as Certified Health & Productivity Management Outstanding Organizations in each category.

*An organization whose aim is to encourage local governments and private organizations (e.g., economic organizations, medical organizations, and insurers) to work together to achieve concrete measures in workplaces and communities to overcome health-related challenges.

(quoted from the website of the Ministry of Economy, Trade and Industry of Japan:

https://www.meti.go.jp/english/press/2021/0830_001.html)

【About IWI】

IWI is an IT services company that supports Business Reliability(*) of companies, including the fields of payment, finance, and security, etc.

IWI develops, builds, and maintains systems that process enormous volumes of data accurately and in real-time for the financial industry. With online network infrastructure systems for payment operational systems, systems of ultra-high-speed delivering stock price information systems for the securities market, IWI has a high market share in Japan. We are also expanding our information security business offering the original product for preventing internal information leaks and introducing and spreading a wide array of advanced overseas solutions in Japan.

Under the management philosophy, 'Create safety and convenience for the information society of the next generation,' IWI supports Digital Transformation (DX) by providing high-speed, safe, high-quality, and convenient IT infrastructure. The company has been listed on the First Section of the Tokyo Stock Exchange since 2019.

<https://www.iwi.co.jp/en/>

* Business Reliability: continuing to enhance the reliability of our customers' businesses and our own (a term we have coined)

【Contact for further information】

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