

June 24, 2025

For Immediate Release

Impact Capital Limited

Impact Capital I Fund announces its round lead investment in Ms. Engineer

Impact Capital Limited (Shibuya-ku, Tokyo; Representative Directors: Chunmei Huang (Ozaki) and Sayaka Takatsuka (Miyabe); hereinafter "Impact Capital") hereby announces that "Impact Capital I Limited Partnership" (hereinafter "the Fund") underwrote the third-party allocation conducted by Ms. Engineer Inc. (Chiyoda-ku, Tokyo; CEO: Hitomi Yamazaki, hereinafter "Ms. Engineer").

Ms. Engineer, established in November 2021, offers a total of 600 hours of unique courses entirely online to train women with no engineering experience to become highly skilled IT professionals, with the vision of "eliminating the wage gap in Japan". To cultivate immediately employable talent, the program incorporates cutting-edge technical fields, including AI (large-scale language model) development, and dedicates approximately half of the curriculum to team projects, where students simultaneously hone the soft skills required for team development through repeated practical exercises.

Impact Capital I Limited Partnership, established in May 2024, is a fund focused on impact investment (*1) in startups. The Fund's mission is to "Pursue People's Well-being through Impact Investing" and to contribute to the "creation of a vibrant colorful society, where diversity is recognized and choices are made based on individual's value" (hereinafter "Theory of Change"), meanwhile aims to achieve both economic and social returns.

Although the number of women entering and changing jobs in Japan has increased, the gender pay gap between men and women remains relatively large on a global scale. This is due to structural factors, such as the high rate of women's non-regular employment, the difficulty of securing reskilling opportunities, and the existence of so-called a long-working-hours premium. It is also believed that life events such as child rearing and nursing care make it difficult for women to continue working, causing them to leave work, which in turn leads to long-term wage disparities. The "New Women's Digital Human Resources Development Plan" announced by Japan's Gender Equality Bureau, Cabinet Office clearly states that support will be strengthened to further promote efforts to steadily link the acquisition of digital skills to employment for women throughout Japan. The courses offered by Ms. Engineer are covered by the Ministry of Health, Labor and Welfare's education and training benefit program, and the support from the relevant ministries and agencies is expected to be strengthened year by year.

Ms. Engineer supports women who wish to change their careers by becoming engineers, even with no experience, so that they can gain new skills and work based on their own discretion. If they can find employment as full-time IT engineers, improve their salaries and other economic aspects under their new careers, as well as gain a greater freedom through flexible work styles such as remote work, they can expect to improve their satisfaction with their lifestyles. Accordingly, we believe that these story lines are in line with our Theory of change that the Fund aims to achieve through its investments, thus we have made this impact investment as the lead investor in this round. Furthermore, during the due diligence process, the Fund engaged in-depth discussions with the management team to introduce the "Impact Measurement and Management" (*2) process, where Ms. Engineer visualized the social impact of its business through a logic model, measure impacts, and utilizes the results to improve management processes and business strategies. Going forward, the Fund will continue to support Ms. Engineer in developing its social and economic value while actively promoting the establishment of the impact investment ecosystem.

(*1) Impact Investment: Investments made with the intention to generate positive, measurable social and environmental impact alongside a financial return.

(*2) Impact Measurement & Management: IMM, or an iterative process that involves identifying and considering both the positive and negative impacts of business activities on people and the planet, and then finding and implementing ways to reduce negative impacts and maximize positive impacts consistent with one's objectives.

【About Ms. Engineer Inc.】

Name : Ms. Engineer Inc.
Date established : November 2021
Representative : CEO Hitomi Yamazaki
Head office : Kudan-South-Side-Square, 1-5-5 Kudan-Minami , Chiyoda--ku, Tokyo
Business : IT Engineer Training Program for women
Description :

[About the Fund]

Fund name: Impact Capital I Limited Partnership
Launched in: May 2024
Fund size: 7 billion yen
Fund term: 10 years
General Parter: Impact Capital I LLP
Partners: Chunmei Huang / Sayaka Takatsuka
Targeted area of investment: Focusing on “People’s Well-being”, the Fund invests in Career, Care, Living, Community and Environment sectors, aiming to create a vibrant colorful society, where diversity is recognized and choices are made based on individual's value.

Impact Capital Limited

URL: <https://impactcapital.jp/en/>

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