



## Welfare Service Business for People with Disabilities

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As Japan's population ages, issues such as regional employment and a decline in the working-age population are emerging as significant social challenges. The ENVIPRO Group supports the independence of people with disabilities in terms of employment and community living. We promote welfare collaboration that connects recycling, agriculture, and people seeking employment opportunities, aiming to achieve a balance between resolving regional employment and labor issues.

### Ecommit (Type B Continuous Employment Support Program)



In cooperation with the ENVIPRO Group, local businesses, and farms, this program provides work and wages according to the work performed. In this way, we create a place where people who have difficulty working in general companies can participate in society with confidence and gain a sense of fulfillment as members of society.

### Bright (Pre-Employment Transition Support Program)



We provide people with disabilities who are seeking employment with a curriculum that helps them find employment and assist them in their jobhunting activities. We also support workers retention, enabling people to remain in work for a long period once they find employment.

### Satellite Work

Through this business, we counsel companies and support the efforts of companies seeking to employ people with disabilities.

#### Fiscal 2022 Results

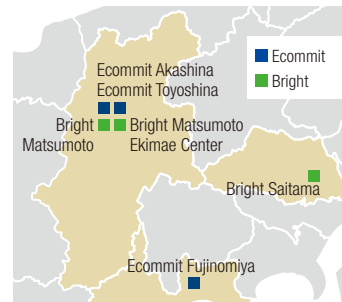
##### Average wages (type B continuous employment support program)

Location	Average wage
Ecommit Akashina	¥34,000
Ecommit Toyoshina	¥19,000
Ecommit Fujinomiya	¥16,000

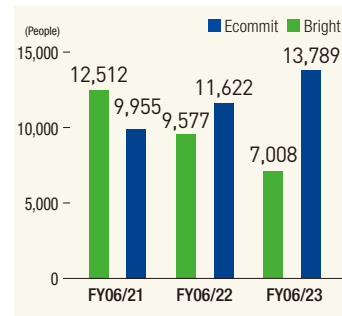
##### Number of workers (pre-employment transition support program)

Location	Number of workers
Bright Matsumoto	10
Bright Saitama	7

#### ASTOCO Locations



#### People Employed to Date



### Environment–Welfare Cooperation

A model to address environmental issues by collecting resources from dismantled PCs

Ecommit Toyoshina and Ecommit Fujinomiya, which are operated by ASTOCO Inc., conduct recycling operations in cooperation with Group companies.

At these locations, we use tools to separate and sort office automation equipment. Their circuit boards contain rare metals, and by sorting them appropriately, we allow these materials to be reused in the production of future products. Additionally, we strip the coating off copper wires and manually collect rare metals and other valuable materials from items that have been crushed, playing an effective role in the recycling process. In addition, we conduct cleaning patrols to ensure that the Mottainai BOXes provided by SYN ECO Inc. for use by the local community are pleasant and clean.

These tasks provide fulfilling work for individuals with disabilities who use our facilities, and also fill a meaningful role in contributing to the environment.



### Agriculture–Welfare Cooperation

A model for addressing various agricultural issues by encouraging social participation through engagement in agriculture

ASTOCO Inc. helps individuals with disabilities to find confidence and fulfillment in work in the agriculture sector, including vegetable cultivation in local farms and by tending their own fields. These initiatives also help to address the serious shortage of agricultural workers. Through Ecommit Akashina, they cultivate crops such as cucumbers, spinach, and potatoes, promoting local production and consumption by supplying them to local retail stores. They also engage actively in community interaction by selling their products at municipal offices, branch offices, and children's centers.



\*Wage amounts of ¥100 or less have been truncated.



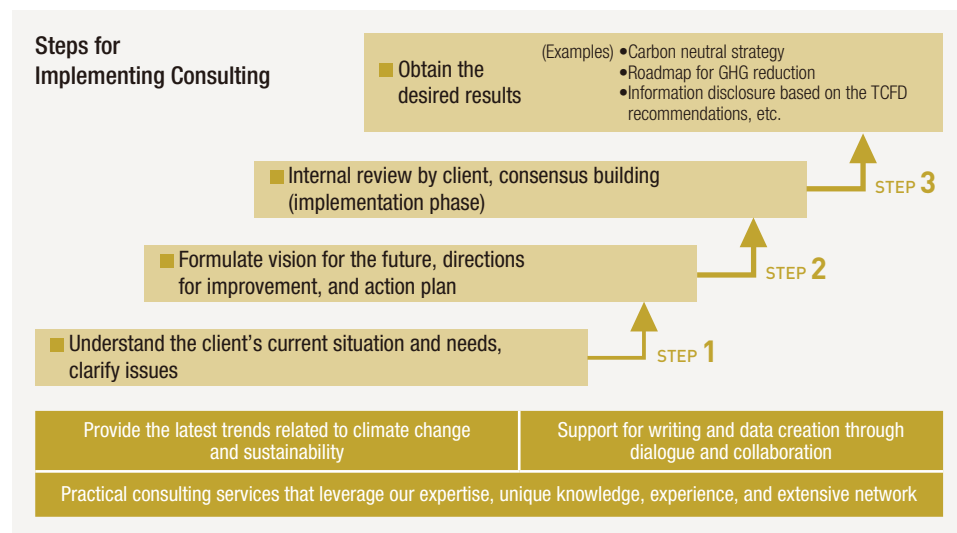
Environment Management Consulting Business

# Environment Management Consulting Business

Promoting carbon neutrality and the circular economy has become increasingly important for corporate management. The ENVIPRO Group provides consulting services to support carbon neutrality strategies and the development of circular economy models. Additionally, we offer solutions involving the introduction of renewable energy and the production of green materials through recycling and regeneration processes.

## Total Support for Corporate Decarbonization

As the movement toward decarbonization accelerates both in Japan and overseas, it is becoming increasingly important for companies to consider the impact of climate change on their business operations and to respond to the risks and opportunities as part of their management strategies. Bright Innovation Co., Ltd. provides consulting services to help companies manage their decarbonization management. These services include help with information disclosure in response to the TCFD recommendations, assistance in improving evaluations from third-party institutions such as CDP, as well as solution services such as supporting the introduction of renewable energy. Bright Innovation also plays a role in advancing the ENVIPRO Group's environmental management efforts by providing support for achieving RE100 and facilitating the disclosure of sustainability information.



## Supporting a Transition to the Circular Economy

Social demands for the transition to a circular economy are growing, including efforts in Europe to step up producer responsibility and moves to formulate economic strategies for domestic resource autonomy. We offer services such as wide-area collection and circular economy schemes for used products, as well as supporting the collection of plastic collection for the chemical recycling business. Additionally, through collaboration between the ENVIPRO Group's Resource Circulation Business and partners, we offer optimal solution proposals for circulating products and resources.

## Environmental DX (Digital Transformation)

Society's demands for data management and collaboration across the supply chain in the environmental sector have increased rapidly in recent years. By integrating digital tools, Bright Innovation is enhancing its consulting services to support companies' decarbonization efforts. Additionally, we have developed and are managing a traceability system to track the flow of resources in the circular economy (see the center of the figure on the right). Our efforts aim to visualize the ENVIPRO Group's contributions to corporate circular economy models.

