

Other Business



# Support for social participation



Supporting people with disabilities in interacting with society, acquiring knowledge and skills, and securing employment

## Main business activities of ASTOCO Inc.

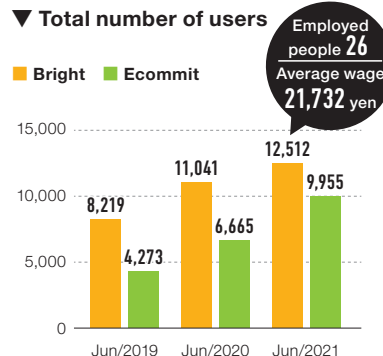
- 01 Pre-employment transition support program
- 02 Type B continuous employment support program
- 03 Satellite Work Business
- 04 Support Manager for people with developmental disabilities

## Value & Vision

Support employment for people with disabilities and participation in social activities, and contribute to solving social issues amid a declining labor force.

### 01 Creating opportunities for people with disabilities to play active roles

The shrinking working population caused by a declining birthrate and aging population is becoming a social issue. In March 2021, the statutory employment rate of people with disabilities was raised to 2.3%, further increasing the need for the employment of people with disabilities. ASTOCO Inc. promotes beneficial matching between people with disabilities and companies, including cooperation with Japan Agricultural Cooperatives (JA) and farmers to address the shortage of human resources on farms. The company is receiving an increasing number of requests every year, such as for agricultural work support during busy seasons, and is expanding its ties with the community. The company will continue helping people with disabilities find opportunities to play active roles with greater peace of mind.



### 02 Pre-employment transition support program (Bright)

ASTOCO provides support for job hunting activities such as resume preparation for people with disabilities seeking work. The company also engages in support activities for employment retention in the workplace so people can remain working for a long time.



### 03 Type B continuous employment support program (Ecommit)

ASTOCO works in collaboration with group companies, local companies, agriculture, etc., and pays wages commensurate with work, to give people who face difficulties at general companies opportunities to work with confidence and purpose as active members of society.



### 04 Satellite Work Business

ASTOCO supports the creation of comfortable working environments and jobs for people with disabilities in order to resolve issues that companies face, such as difficulties in appropriately accommodating the specifics of disabilities.

### 05 Support Manager for people with developmental disabilities

ASTOCO has been commissioned by Nagano Prefecture to provide consultation for people with disabilities living in the region and to coordinate cooperation with related organizations.

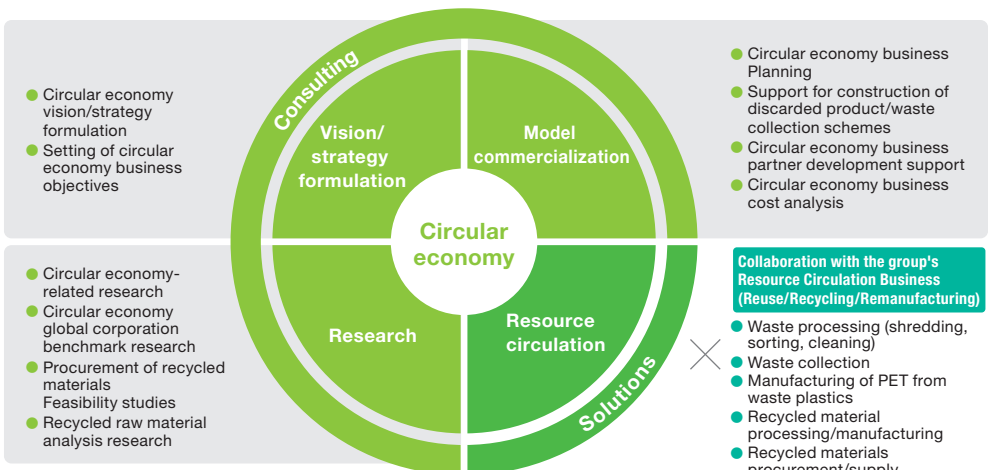
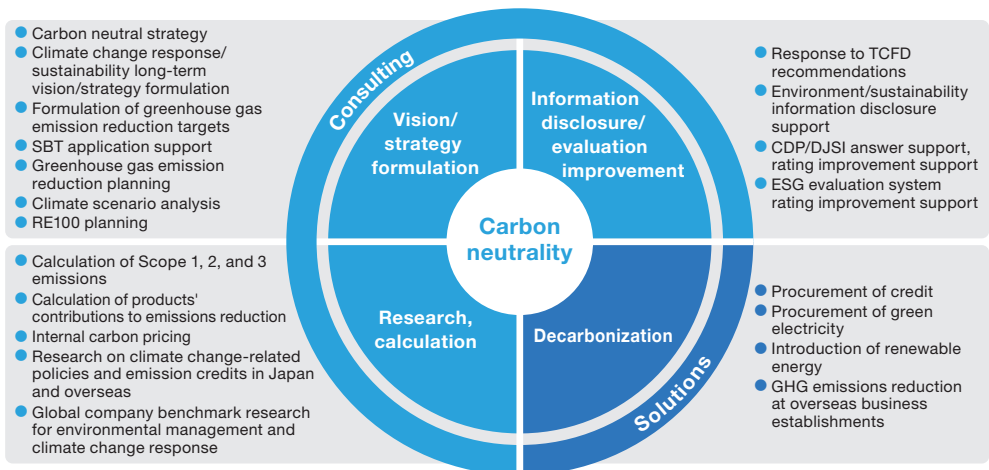
#### ▼ ASTOCO Inc. offices





# Providing environmental consulting services through consulting & solutions

**An environmental specialist consulting firm engaged in carbon neutrality-related consulting (carbon neutral strategy, GHG reduction, etc.) and circular economy-related consulting (construction of resource recycling schemes, etc.)**



## 01 Promotion of decarbonization and response to climate change

As movements toward decarbonization pick up speed in Japan, it is increasingly important for companies to take the impacts of climate change into consideration in their management, and to adapt to related risks and opportunities as a part of management strategy. Bright Innovation Co., Ltd. supports companies in tackling response to climate change. The company is developing consulting services that address carbon neutral strategy, SBT and other goal setting, drafting of CO<sub>2</sub> reduction plans, improvement of CDP and other third party evaluations, and support for response to TCFD recommendations and other information disclosure. The company also provides comprehensive services that include the introduction of renewable energy and other planning of company strategies for emissions reduction.

## Main business activities of Bright Innovation Co., Ltd.

- 01 Carbon neutral consulting and solutions
- 02 Circular economy consulting & solutions

### Value & Vision

**Supporting companies' sustainable management as a professional in the environmental field.**  
**Promoting clients' environmental management through practical consulting and solutions linked to companies' business strategies.**

## 02 Promoting a circular economy

Amid the emergence of issues such as the depletion of material resources, the concept of the circular economy and its importance are becoming widely known. Bright Innovation offers consulting services related to the construction of circular economy models for products and the construction of closed-loop circular models through the conversion of plastic containers into recycled materials and the use of recycled materials in containers. By collaborating with group companies engaged in the Resource Circulation Business and by proposing solutions that include recycling and remanufacturing, the company provides integrated services that contribute to establishing circular models for companies.