



**Welfare Service
Business for People
with Disabilities**

As TOCO
明日が"かがやく"ところをつくる

ASTOCO Inc.

Business

- Pre-employment transition support program
- Type B continuous employment support program
- Satellite work business

For more
detailed company
information



Value & Vision

Helping People with Disabilities Find Employment and Participate in Social Activities

We help people with disabilities acquire knowledge and skills. At the same time, we help them find life stability and social relations so that they can find suitable jobs and become independent members of society, helping to resolve the social issue of a shrinking labor force.

Creating Opportunities for People with Disabilities

As the Japanese workforce shrinks, growing attention is being focused on the effective employment of people with disabilities. During the COVID-19 pandemic, the social advancement of people with disabilities slowed temporarily, owing to a dip in job openings. Since then, the upward trend has resumed. In fiscal 2021, overall data on the employment of people with disabilities show that this employment reached a record high for the 18th consecutive year. Turnover is also high, however. Data from a 2017 survey showed that around half of people with mental disabilities left their jobs within a year. (Employment Security Bureau Survey)

ASTOCO Inc. promotes job matching through its pre-employment transition support program, and is working to reduce the turnover rate by providing appropriate support after employment. In terms of corporate partnerships, we are engaged in the social farming business as a response to the shortage of labor in agriculture, and we provide support for personnel during the harvest season and other times of the year. In addition, the ENVIPRO Group is involved in the dismantling of recyclables at recycling sites and sorting after shredding.



Harvesting cucumbers grown by social farming

ASTOCO's Initiatives

- 1 Matching people with disabilities with companies (Pre-employment transition support program)
- 2 Collaborate with companies to receive work orders (Type B continuous employment support program)

In April 2022, we divided Ecommit

Azumino into Ecommit Akashina (a location focused on social farming) and Ecommit Toyoshina (which will handle work in collaboration with Group companies). Through these efforts, we are increasing opportunities for the active employment of people with disabilities.

Business to Support the Transition to and Continuation of Employment

1 Pre-employment transition support program (Bright)

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

2 Type B continuous employment support program (Ecommit)

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.

This program has expanded the scope of its activities, and has now started growing cucumbers and tomatoes at Ecommit Akashina.

3 Satellite work business

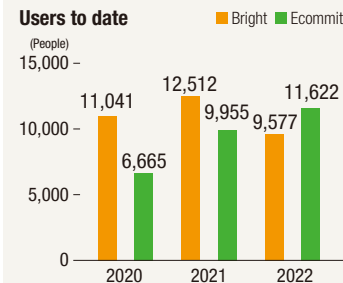
We address the problems companies face, such as difficulties in responding appropriately to specific disabilities. We help to ensure a comfortable working environment and secure jobs for people with disabilities.

ASTOCO offices

■ Bright ■ Ecommit



People employed: **16** Average wage: **¥22,033**



Comment

Creating a Brighter Place Tomorrow Shines

Kozo Haruyama, Representative Director ASTOCO Inc.

We are convinced that the social engagement that comes with working fosters personal relationships and allows us to enjoy what is important in life. We would like to convey to our clients the support of welfare and the fact that the community is watching over them, and we hope they will develop the courage to "raise up their hands" in the community, even when they encounter difficulties. To this end, we strive to create a healthy workplace where employees can fully demonstrate their abilities and where each day brings a smile to their faces. This approach brings high-quality energy to the people who use our services. "The supported become the supporters."





Bright Innovation Co., Ltd.

Business ■ Consulting and solutions
■ Environmental DX (digital transformation)

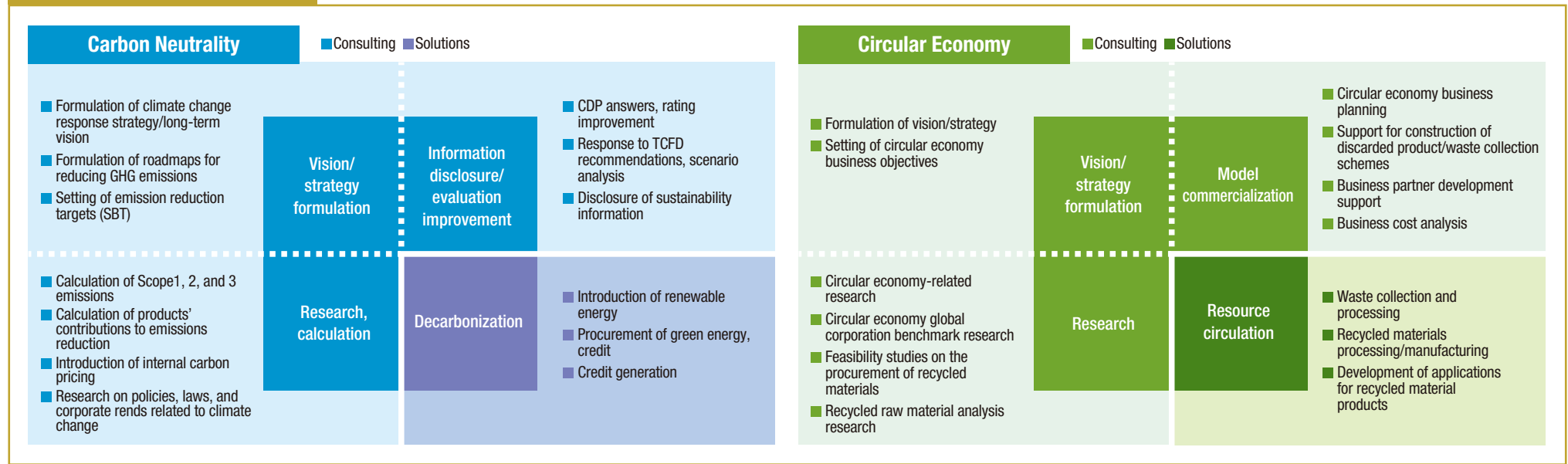
For more detailed company information

Value & Vision

Providing Consulting and Solutions to Help Companies Manage Decarbonization

We offer consulting services to support carbon-neutral strategies and the establishment of circular economy models, which are becoming increasingly important themes for corporate management, as well as solutions for the introduction of renewable energy, recycling, and the production of recycled raw materials.

Consulting and Solutions



We have been a CDP Scoring Partner since 2017.



Connection between Consulting and Environmental DX

We offer a package of consulting services and IT-based environmental DX services.

Environmental DX (Digital Transformation)

- System for calculating CO₂ emissions
- Reporting systems under the Act on Promotion of Global Warming Countermeasures and the Act on Rationalizing Energy Use
- Circular economy platform system





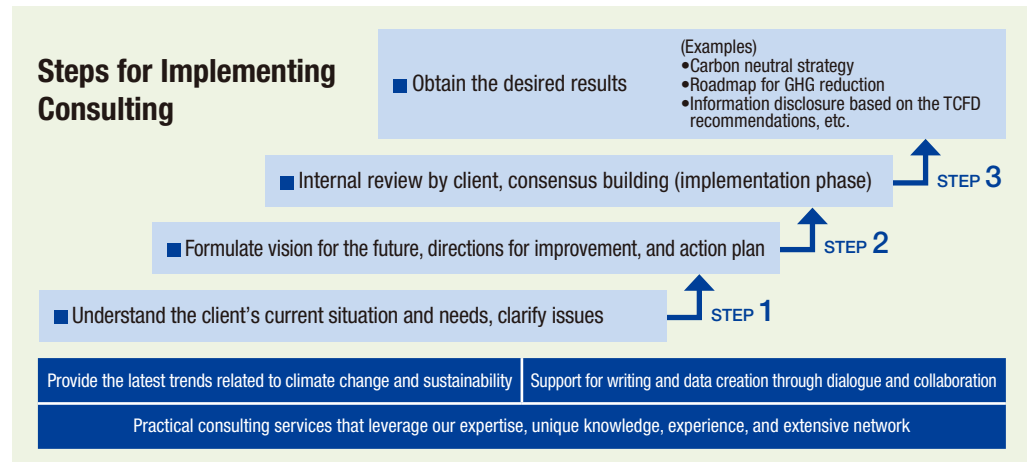
**Environmental Management
Consulting Business**



Bright Innovation Co., Ltd.

Business ■ Consulting and solutions
■ Environmental DX (digital transformation)

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Helping Companies Become Carbon Neutral

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, and aid in creating carbon-neutral strategies and GHG reduction roadmaps. We also provide solution services to help companies reduce their emissions by introducing renewable energy, and provide total support from planning to implementation of decarbonization strategies.

Bright Innovation, as a member of The ENVIPRO Group, helps companies achieve RE100 by switching to renewable energy sources for electricity consumption and installing solar panels on plant premises. In addition to calculating CO₂ emissions and disclosure of sustainability information, in fiscal 2021 we promoted environmental management through assistance in CDP responses.

Supporting a Transition to the Circular Economy

The concept of the circular economy and its importance are gaining broader acceptance as problems such as the depletion of natural resources and the increase in waste become more apparent. We provide consulting services for the construction of a closed-loop circular economic model in which waste products, including plastic containers, are reused as recycled raw materials. In cooperation with the ENVIPRO Group's Resource Circulation Business, we propose recycling, remanufacturing, and other solutions. In this way, the company offers consistent services that help companies establish models for a circular economy.

Environmental DX (Digital Transformation)

In recent years, we have been promoting DX through the development of the following two systems. Through these efforts, we aim to streamline and accelerate our efforts in the fields of circular economy and carbon neutrality, which have become increasingly important global trends.

1 Circular economy platform system

We are promoting the development of a system to track the process of transportation, processing into recycled materials, and shipping of waste generated from the emitter's business site, as well visualizing the

associated CO₂ emission reductions.

2 System for calculating CO₂ emissions

We are also promoting the development of a system to calculate CO₂ emissions for Scope 1, 2, and 3, visualize the reduction from the base year and the level of achievement against the reduction plan, and streamline the management of these emissions.



Supporting Decarbonization Management through Environmental Management Consulting

Norihiro Nakasaku, Representative Director | Bright Innovation Co., Ltd.

Our company helps to realize a sustainable society through its Environmental Management Consulting Business. Specifically, we help companies transition to decarbonization through the development of decarbonization strategies, SBT, Scope 1, 2, and 3 calculations, TCFD compliance, and CDP and other carbon neutral (CN) consulting. We also promote sustainable resource use by providing circular economy (CE) consulting services, such as building models to recycle waste, recyclable materials, and waste products in cooperation with Group companies.

