

## Other Businesses | Approaches to social issues



ASTOCO Inc. supports the self-reliance of people with disabilities in their employment and community life through provision of welfare service for persons with disabilities.

Today, the declining birthrate and aging population, and the resulting shortage of the work-age population are serious social problems. The April 2018 revision of the Act on Employment Promotion, etc. of Persons with Disabilities added persons with mental disabilities to the basis for calculation of the statutory employment rate of persons with disabilities. In March 2021, the statutory employment rate is to be raised to 2.3%. These circumstances are pushing forward the employment of persons with disabilities as workforce. However, the number of people who change their jobs in a short period of time is also increasing because of poor match with the work environment or the type of work. We continue to approach these social issues through our welfare service for persons with disabilities with a view to opening the ways to their solution. Specifically, many of those with developmental disabilities are unable to participate in social activities because they have received neither due assessment (collecting information about their backgrounds and current situations, and identification of their problems) nor necessary support. We have in-house experts, who are working

hard to improve these situations. Furthermore, we arrange for experienced retired professionals to serve as lecturers of the seminars we organize. These lecturers tell the participants about the enjoyment of living in a community, in addition to sharing knowledge and personal experiences. We believe that there are still latent social challenges we must address. We will continue our efforts to "create a place where tomorrow will be bright", the vision from which our company name (in Japanese) is derived.

### ■ Employment Transition Support [Bright] Bright

We offer a variety of seminars and training courses necessary for job seekers with disabilities. We provide support for job hunting activities such as resume preparation and interview practice, as well as support for employment retention in the workplace.

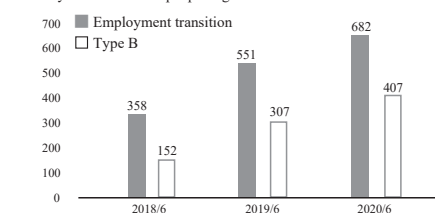
Examples of seminars and training courses

- Business manners seminar • PC skills seminar
- Self-management seminar • Communication skills seminar
- Work/light work training course

### ■ Support of Continuous Employment Type B [Ecommit] ecommit

For those with disabilities who find it difficult to work in a general company, we prepare places where they can participate in social life with self-confidence and purpose in life. Based on individual support plans drawn up according to the respective disability conditions, we provide developmental support, support for acquisition of knowledge and skills, training for light work, and the job opportunities that are made available in cooperation with the Group companies, local companies and farms, etc. The participants with disabilities receive wages in accordance with their performed work.

Yearly total number of people registered



18 people  
found  
employment

July 2019 – June 2020

### ■ Satellite Work Business

To help solve problems of companies finding it difficult to respond appropriately to the disability characteristics, we support creation of a work environment and work-style that best fit the individual with disabilities.

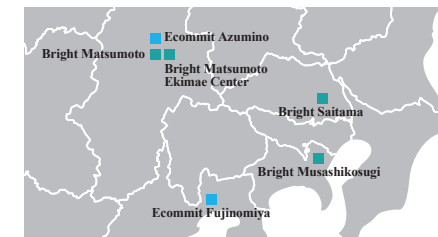
### ■ Support Manager for persons with developmental disabilities

As a support manager for persons with developmental disabilities commissioned by Nagano prefecture, we provide coordination services for consultation and cooperation among persons with developmental disabilities and related organizations.

ASTOCO Inc. offices  
Bright  
Ecommit



Ecommit Azumino



## Other Businesses | Provision of consulting services integrated with solutions

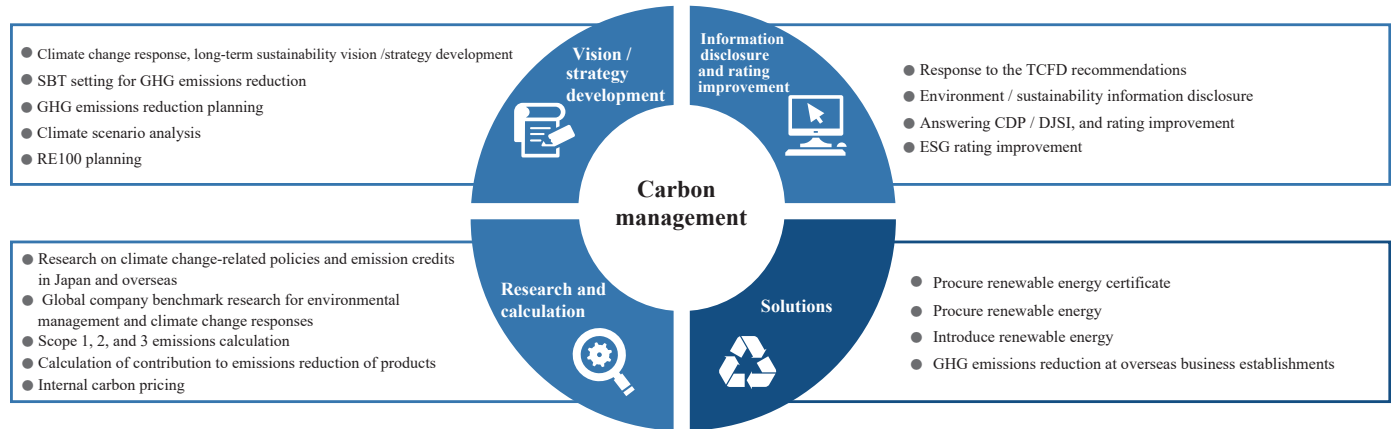
### Promotion of decarbonization and response to climate change

Since the Paris Agreement entered into force in November 2016, global efforts for decarbonization have been accelerated. Companies are required to reduce greenhouse gas (GHG) emissions throughout their supply chains, including their own operations, and otherwise respond to the aggravating climate change problems. Bright Innovation Co., Ltd. supports companies' efforts to meet these social demands through consulting services such as formulation of Science-Based Targets (SBT) for GHG emissions reduction, information disclosure support, and improvement of ESG scores including CDP.

In addition, we offer integrated services to help achieve CO<sub>2</sub> reduction by proposing decarbonization strategies combined with introduction of renewable energies and other specific solutions.



### Carbon management consulting & solutions



### Circular economy consulting & solutions

### Accelerating circular economy

In recent years, efforts toward the realization of a circular economy have been given larger weight than before, reflecting the increasing severity of pollution by marine plastics and others. We provide consulting services for the construction of closed-loop circular models through conversion of plastic containers back to recycled raw materials and their use for containers production, as well as chemical and material recycling of waste plastics. In addition, we are responding to the needs of companies to promote circular economy by providing a consistent range of consulting and solutions in cooperation with the Group companies that are engaged in the resource circulation business. Thus, we will continue contributing to the realization of a sustainable society by enhancing resource circulation and decarbonization throughout the entire product life cycle.

