



## Welfare Service Business for People with Disabilities

As Japan's birthrate declines and 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)

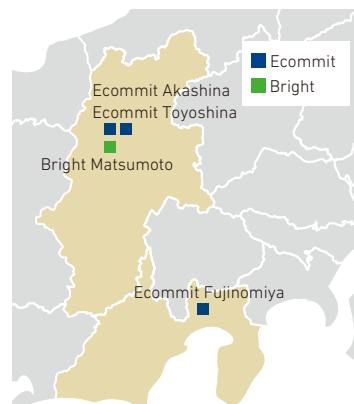
We provide people with disabilities who are seeking employment with a curriculum that helps them find employment and assist them in their jobhunting activities. We also support workers retention, enabling people to remain in work for a long period once they find employment.



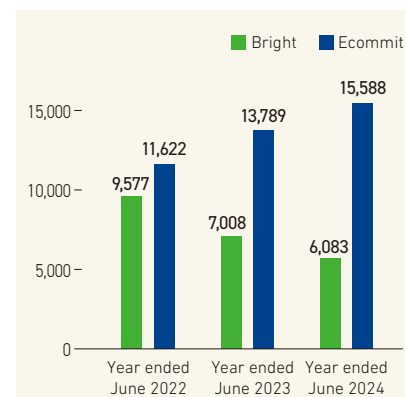
### Satellite Work

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

#### ASTOCO Inc. Locations



#### People Employed to Date



\*Including the number of users of Bright Saitama, which closed in June 2024

#### Results of year ended June 2024

■ Average wages (type B continuous employment support program)

Location	Average wage
Ecommit Akashina	¥28,000
Ecommit Toyoshina	¥27,000
Ecommit Fujinomiya	¥25,000

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

■ Number of workers (employment transition support program)

Location	Number of workers
Bright Matsumoto	11

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 minor metals, and by sorting them appropriately, we allow these materials to be used in the production of future products. Additionally, we strip the coated wires to extract the copper wires inside and manually collect minor metals and other valuable materials from items that have been crushed, playing an effective role in the recycling process. These tasks provide fulfilling work for individuals with disabilities who use our facilities, and also fill a meaningful role in contributing to the environment.



PROFILE  
ASTOCO Inc. President, Representative Director  
Chiemi Nomura

After graduating from School of Allied Medical Sciences, Shinshu University in 2003, she worked as an occupational therapist in the disability welfare business. She joined ASTOCO in 2019, was a manager of that company in 2022, and became a representative director in July 2023. She is also working hard to raise her children, who are in elementary school and junior high school.

Agriculture-Welfare Collaboration

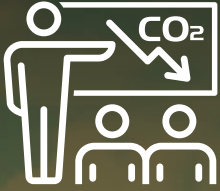
A model for addressing various agricultural issues by encouraging social participation through engagement in agriculture

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. At Ecommit Akashina, we cultivate cucumbers, spinach, onions, etc., and actively engage in exchanges with local communities by promoting local production and local consumption through deliveries to JA and local retailers, and by participating in local sales meetings.



Welfare Service Business for People with Disabilities

In October 2023, we also delivered to the Wakko Marche held at our group's recycling facility, Plaza Azumino. ▶ See P57 for details (ESG page)

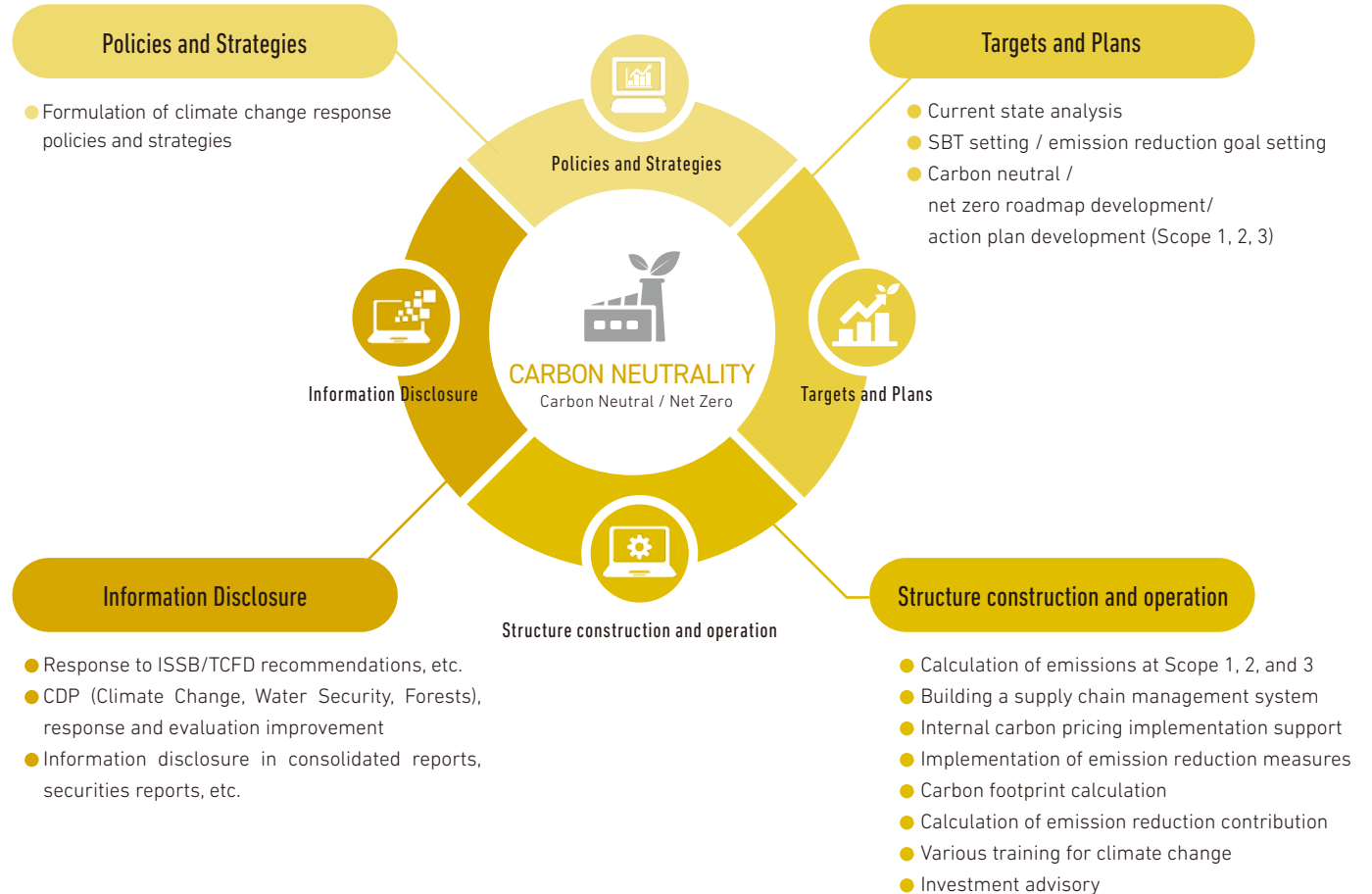


# Environment Management Consulting Business

Promoting carbon neutrality, nature positive, 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 manufacturing of recycled raw materials.

## Total support for environmental and sustainability responses

With challenges such as climate change and biodiversity loss becoming global risks, corporate environmental and sustainability responses have become an important theme affecting business and management. Bright Innovation Co., Ltd. provides consulting services to help companies manage their decarbonization management. These services include helping with information disclosure in response to the ISSB/TCFD recommendations, TNFD recommendations, etc., 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.





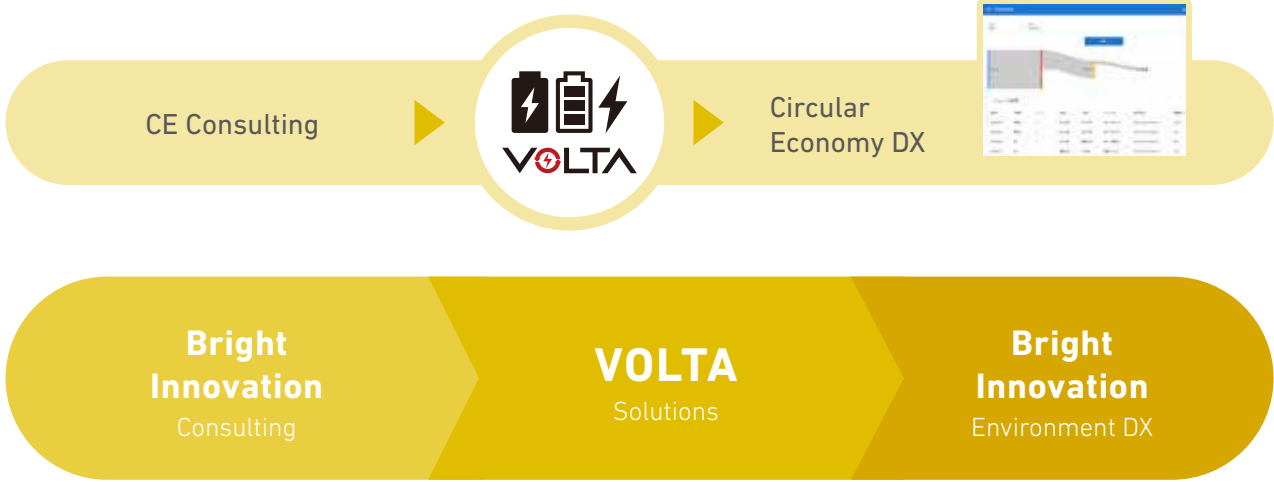
### Supporting a Transition to the Circular Economy

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. In addition, to respond to needs of the environment and sustainability and to realize a circular economy, it is important to visualize environmental value through the use of digital technology, improve productivity and reduce costs, and find and disclose the movement and properties of goods. The company is enhancing its support by adding digital tools to its consulting services.

### Consulting in Cooperation with Group Solutions

In the example of service in cooperation with VOLTA Inc., an LIB recycling company belonging to the ENVIPRO Group, in addition to consulting services for the wide-area recovery model (CE scheme construction) of used batteries, we provide an integrated service including consulting, solutions and digital until the environmental value is visualized by the sustainability digital transformation system.

## Environment Management Consulting Business



#### CE scheme construction (Wide Area Certification Consultation)

- 1. Advance preparation/advance confirmation
- 2. Building a wide area certification scheme
- 3. Application/Review

#### Manufacturing and supplying LIB recycling materials to arteries (producers) (VOLTA)

- 1. Collection of target products in areas nationwide in cooperation with logistics companies
- 2. Sorting, dismantling, and storage of reused products by evaluating the target products at the primary pickup site
- 3. Manufacture and supply recycling materials to arteries (producers) using proprietary technology and know-how

#### Visualization of environmental value through environmental digital transformation systems

- 1. Calculation of GHG emissions
- 2. Quantify corporate activity with metrics
- 3. Trace the origin of the recycled material