

Mission

Supporting corporate transformation for all customers and embracing the power of outsourcing to solve social issues

Input

External changes, social issues

- Realizing a society of normalization
- Promoting DEI
- Addressing climate change
- Expanding the scope of ESG management
- Community revitalization
- Low birth rates, ageing population, depopulation
- Growing investment in human capital

Human capital

Younger people as a percentage of those in managerial positions (aged 35 and younger)

33%

Younger people as a percentage of executive officers (aged 40 and younger)

40%

Organizational and environmental capital

Farms

46 facilities

BPO centers

23 facilities

Logistics centers

2 facilities

Financial capital

Investment in growth areas

4.4 billion yen

Social and relationship capital

Customer base

1,500

corporate clients

260

local government clients

Logistics centers

14,000

persons registered for dispatch to clients

As of November 2023

Social Business

• Sharing • Stock



Business structuring process

Structure for envisioning new services to provide various solutions to various social challenges

Value

PERFORMANCE

Surpassing client expectations

CHALLENGE

Taking on challenges without fear of failure

ENJOY

Enjoying work

Output

Existing services

Domains for future expansion

Special needs employment services

- Developing diverse work styles for people with disabilities
- Digital transformation (DX) in the employment of people with disabilities
- Expanding fields of employment and supporting skills development
- Supporting diversity, equity, and inclusion (DEI)

Corporate leased farm services

Climate change / decarbonization disclosure

- Human capital disclosure, ISSB compliance
- Green supply chain management

GHG emissions, LCA/CFP calculation

- Circular economy
- EU taxonomy

Procurement of carbon credits and renewable energy certificates

- Nature regeneration management
- Sustainability information management
- ESG assessment

Carbon zero city support

- Carbon neutrality
- Business succession

Online smart counters

- Local government DX/data-driven administration
- Administrative MaaS

Support for community revitalization

- Relocation, permanent residence, entrepreneurship support
- Inbound tourism
- Disaster prevention, local government BCP

Wide-area administrative BPO services

- Childcare support and child safety

Outcome

Solutions to management topics

Meeting demands associated with social issues
Improved value for client firms

Social independence for people with disabilities

More employment opportunities for people with disabilities
Increased income for people with disabilities

Realizing a sustainable society

Realizing a decarbonized society
Promoting a resource recycling society
Protecting biodiversity and water resources

Rectifying regional disparities

Creating attractive employment environments
Creating comfortable communities through DX promotion
Stimulating local economies
Improved convenience through social infrastructure development

Increasing employee satisfaction

Rewarding work in businesses that contribute in significant ways to society
Diverse remuneration structures reflecting results

Increasing shareholder value

Returning profits through continual growth and stable dividends