



# Care Partner

Company Information



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# We strive to be the preferred provider of nursing care and welfare services

We would like to express our sincere gratitude for your continued use of our services.

The caregiving industry is facing the “Japan’s 2025 Problem.” Securing human resources is a particularly important issue that we are working to address, and we are actively promoting the employment of talented overseas personnel alongside our domestic staff in order to improve the quality of our services.

We will continue to strive to provide nursing care and welfare services that are chosen by our customers so that customers across the country can live with peace of mind in their familiar communities.

As a member of the Daito Trust Construction Group, we are accelerating the expansion of our facilities this fiscal year with the aim of extending our services, currently available in 28 prefectures, to all 47 prefectures nationwide.

We will also work to establish a foundation for providing necessary welfare services in the communities where they are needed, so that many people will say,

“A city with Care Partner is a city where you can live with peace of mind in terms of employment, child-rearing, and old age.”

On behalf of all our employees, we look forward to your continued guidance and encouragement in the future.

Naoya Takayama, President and Representative Director





# SERVICE OVERVIEW

## Service Overview

### Four service businesses

We provide welfare services tailored to our customers' lifestyles through the following four businesses

- Long-Term Care Services
- Nursing Care Services
- Childcare Services
- Disability Support Services

We operate four businesses



## Long-Term Care Services

In our long-term care services, we provide a wide range of assistance to support the lives of our customers in 28 prefectures nationwide, including day care (day services), home-visit care, In-home care support services, rental and sales of assistive equipment, housekeeper referral services, group homes for the elderly, assisted living residences for the elderly, and fee-based residential nursing home services.



## Nursing Care Services

We provide home-visit nursing services mainly in Tokyo, Chiba, and Aichi Prefectures.



## Childcare Services

We provide services for the operation of authorized childcare centers, small-scale childcare services, and in-company childcare centers.



## Disability Welfare Services

We operate comprehensive support services for persons with disabilities and group homes for persons with disabilities in Tokyo, Kanagawa, Chiba, Tochigi, Saitama, and Aichi Prefectures.





# Long-Term Care Services

## Day Services

We operate three types of day services facilities: "Large-scale type," "Function-focused type," and "Dementia care type."



## Home-Visit Care

Home helpers visit customers' homes to provide physical care such as meals, toileting, and bathing, as well as daily living assistance such as cleaning, laundry, shopping, and cooking.



## In-home care support services

Care managers create plans tailored to each customer's situation and coordinate with service providers and other parties to ensure that customers receive the care services they need.



## Group Homes for the Elderly

Although each room is limited in space, we provide daily necessities and furniture that the customers have used throughout their lives so that they can continue living in familiar ways.



## Rental and Sale of Assistive Equipment

We rent and sell assistive equipment. Our knowledgeable staff will suggest assistive equipment that is suited to the customers' situation and living environment.



## Assisted Living Residence for the Elderly

Unlike typical rental housing, we provide support in terms of both services and facilities to ensure that our customers can live safely and with peace of mind.



## Fee-Based Residential Nursing Homes

We have a system in place where nurses and care workers provide services 24 hours a day, 365 days a year. This is a nursing home service that provides support to individuals with diverse medical and caregiving needs, helping them live with peace of mind and dignity until the very end, while maintaining their personal way of life.



## Housekeeper Referral

The housekeepers referred by our company will visit your home to provide assistance with daily tasks such as nursing care, cleaning, laundry, cooking, and shopping.



# Nursing Services

## Home-Visit Nursing Services

Nurses and other staff visit customers' homes to provide nursing care and rehabilitation support so that they can continue to live in familiar surroundings or at home.

Our home-visit nursing service boasts many staff members who provide a wide range of support, including pediatric nursing and mental health nursing, as well as support for the elderly.



### Service Overview

◆ Observation and advice on health status

◆ Nursing care for daily living

◆ Home rehabilitation nursing care

◆ Mental and psychological nursing care

◆ Nursing care for dementia

◆ Nursing care to promote testing and treatment

◆ Advice on improving the nursing care environment

◆ Consultation for caregivers

◆ End-of-life nursing care

◆ Consultation on how to use various home care services (social resources)

# Childcare Services

Care Partner contributes to creating a vibrant and “Energetic Future” through childcare support.

## Kids Partner

We provide services for the operation of authorized childcare centers, small-scale childcare services, and in-company childcare centers.



### Authorized childcare and small-scale childcare services

Small-scale childcare services are authorized childcare facilities that only accept children aged 0 to 2 years old. We provide attentive and personalized childcare that leverages the unique characteristics of our small-scale facilities. At authorized childcare centers, we incorporate physical education classes and English conversation lessons taught by external specialists for children aged 3 and older into our childcare program to foster the children's independence.

### Outsourced childcare Services

Enhancing welfare benefits improves the image and brand strength of hospitals and companies, leading to a more comfortable working environment and securing talented human resources. We provide support for everything from setting up childcare facilities to their operation for corporate customers such as hospitals and companies.

# Welfare Services for Persons with Disabilities

Our staff specializing in care for persons with disabilities will assist you in carrying on your daily life. In addition, we will provide support in cooperation with consultation support specialists, local governments, and community members as necessary.

### Comprehensive Support for Persons with Disabilities

We provide comprehensive support for the daily and social lives of those with disabilities, including assistance with commuting to school, housework, and leisure activities.

◆ Home care

◆ Companion support

◆ Intensive home care

◆ Transportation support (community support services)

◆ Self-pay services

### Group Homes for Persons with Disabilities

We provide an environment where those with disabilities can live with peace of mind through support and consultation in daily and social life.

◆ Assisted shared living



# Management Philosophy

We will create “Vitality” for everyone and realize a happy society.

## Slogan

Service beyond your imagination

## Values

### We value safety

#### *Safety*

We will act with the safety of everyone involved as our top priority.

### We value service

#### *Services*

We treat everyone involved with us as professionals in welfare and service.

### We value local communities

#### *Community*

We will continue to contribute by providing welfare services that are tailored to changes in local communities in order to realize an inclusive society.

## Business Philosophy

To realize our management philosophy, each business will embody its own business philosophy, thereby creating new value.

#### Day Care Services

We engage with each individual sincerely, providing heartfelt and compassionate care.

#### Home-Visit Nursing Services

We connect teams from a professional perspective, support each individual's way of life, and treat every life with the utmost care.

#### Fee-Based Residential Nursing Home Services

We will provide homes that seamlessly meet the needs of our customers through collaboration between medical care, nursing care, and the local community.

#### Home-Visit Care Services

We take pride in providing services that support home living, and we do our utmost to ensure that local residents can continue to live with peace of mind.

#### Childcare Services

We nurture the “power to live” for the future of our children.

#### Group Home Services

We will provide care that values kindness, consideration, and warmth, helping people live with smiles that are true to themselves.

#### Welfare Services for Persons with Disabilities

We share the possibility of living a life that is true to oneself in familiar communities, regardless of disability, and provide heartfelt services.

#### In-home care support services

We create teams that provide personalized support to each individual, helping them live independently in familiar communities, with the goal of realizing a harmonious, inclusive society.



# Company Overview

Company name	Care Partner Co., Ltd.	Business activities	Day services In-home care support services Home-Visit Care Services Home-Visit Nursing Services Assistive Equipment Rental and Sales Services Group Home Services Assisted Living Residence Services for the Elderly Comprehensive Support Services for Persons with Disabilities Housekeeper Referral (Paid Employment Placement) Services Childcare Services Group Home Services for Persons with Disabilities Childcare Outsourcing Services
Headquarters location	21th Floor, Shinagawa East One Tower, 2-16-1 Konan, Minato-ku, Tokyo, 108-0075		
Telephone number	03-6404-8111		
Established	February 1, 1999		
Capital	100 million yen <small>*100% owned by Daito Trust Construction Co., Ltd. (listed on the Prime Market of the Tokyo Stock Exchange)</small>	Qualified personnel	Certified care workers: 859 Health fitness instructors: 15 Chief care managers: 35 Care managers: 133 Nurses: 346 Social workers: 47 Physical therapists: 41 Occupational therapists: 19 Speech-language-hearing therapists: 2 Certified care worker (basic training completed): 339 Certified care workers (practical training completed): 332 Registered dietitians: 14 Nutritionists: 92 Nursery teachers: 387
Number of employees	3,221 employees (including temporary staff) *As of March 31, 2025		
Number of branches	186 locations Day services 83 / Home-visit care 10 / Home-visit nursing services 13 / In-home care support services 24 / Assisted living residence services for the elderly 3 / Group homes for the elderly 5 / Group homes for persons with disabilities 16 / Comprehensive support services for persons with disabilities 3 / Assistive equipment 1 / Housekeeper referral services 1 / Authorized childcare services 14 / Small-scale childcare services 12 / In-company childcare services 1 *As of May 2025		
Net sales	16.58 billion yen <small>*Fiscal year ending March 2025</small>		
President and Representative Director	Naoya Takayama		

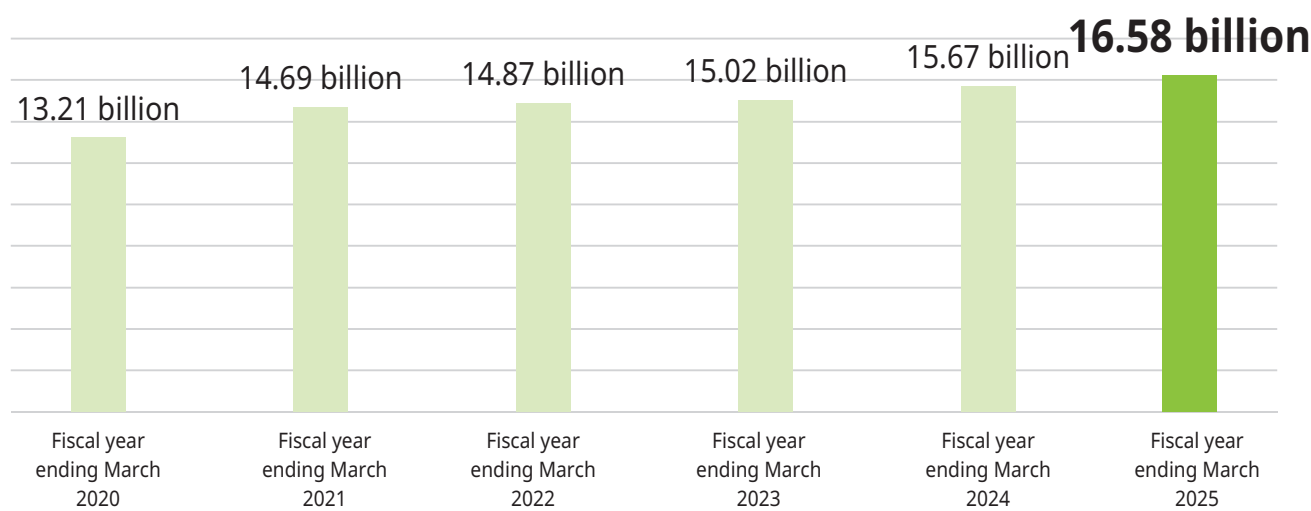
\*Number of employees and qualified personnel as of March 2025

## History

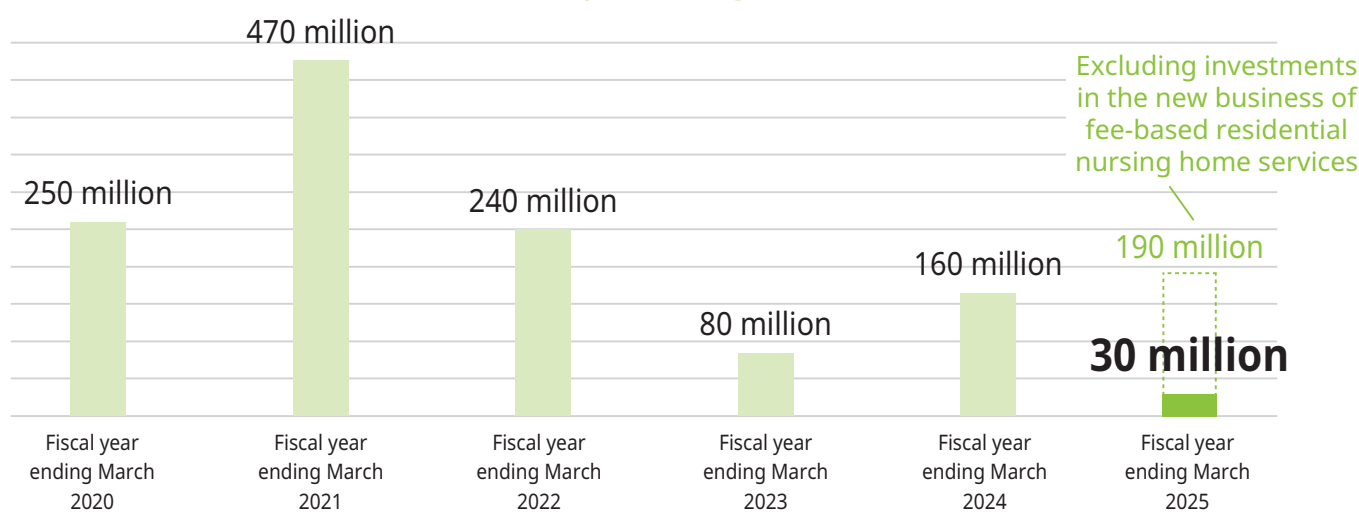
February	1999	Care Partner Co., Ltd. established as a wholly owned subsidiary of Daito Trust Construction Co., Ltd.
June	1999	Received the first business outsourcing contract as a for-profit corporation in Kawaguchi City, Saitama Prefecture, and opened "Care Partner Kawaguchi"
April	2013	Started childcare services and opened "Kids Partner Tsunashima" in Kohoku Ward, Yokohama City
July	2014	Opened "Uswell Yachiyodai", a dementia-specific day care service, in Yachiyo City, Chiba Prefecture.
March	2015	Opened "Kashiwa Helper Station" as a home-visit care service in Kashiwa City, Chiba Prefecture
July	2018	Business transfer accepted in Okazaki City, Aichi Prefecture and started "Okazaki-Kita Home-Visit Nursing Station"
October	2018	Opened "Elder Garden Yanase", a serviced senior housing facility
April	2019	Opened "Group Home Isogo Sugita" in Isogo Ward, Yokohama City
October	2020	Business integration with "Sakura Care Co., Ltd. and Ume Care Co., Ltd."
April	2021	Commenced independent operation of the "Housekeeper Referral" services
February	2022	Opened "Partner Garden Yamato Building No. 1", a group home for persons with disabilities
February	2024	Started sales of "Soeru Garden" a (medical care-compatible) fee-based residential nursing home service
June	2024	Relocated the headquarters from Shinagawa Ward to "Minato Ward"
April	2025	Business integration with "Kizuna Care Co., Ltd."
September	2025	Scheduled to open "Soeru Garden Toyohashi", a fee-based residential nursing home

# Business Performance Trends

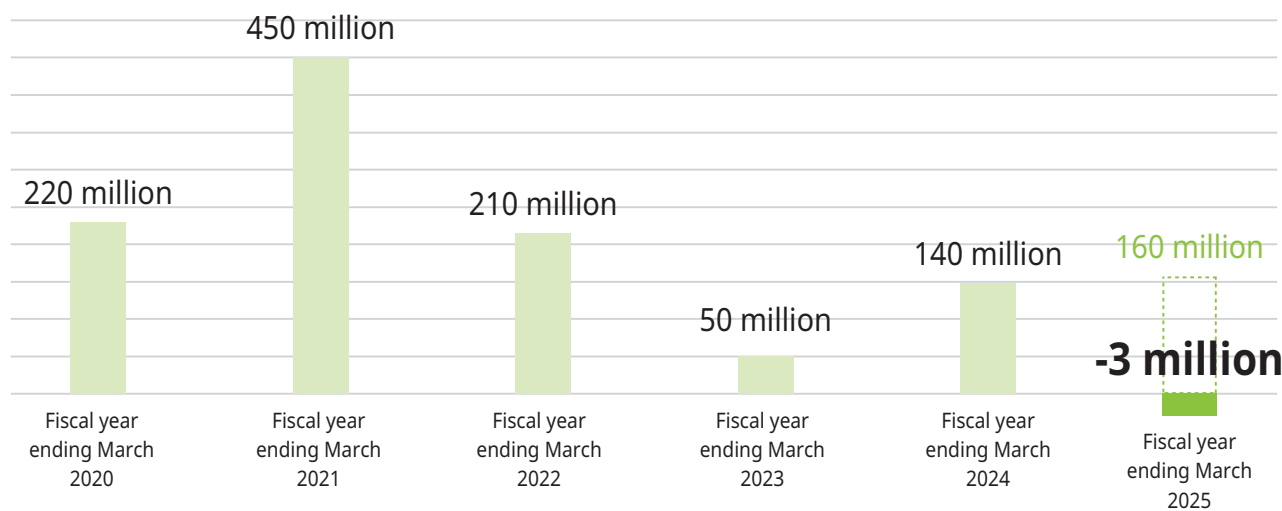
## Net Sales



## Operating Profit



## Ordinary profit





**will continue to expand its welfare services (long-term care, nursing care, childcare, and support for people with disabilities) nationwide**



# List of Business Locations by Prefecture

\*The number inside the ( ) indicates the number of business locations

## Hokkaido and Tohoku

Hokkaido Prefecture (3)	Fee-Based Residential Nursing Home Services	Soeru Garden Hakodate / Scheduled to open in March 2026	In-home care support services	Hakodate Home Care
	Day Services	Care Partner Hakodate		
Aomori Prefecture (1)	Day Services	Care Partner Hirosaki		
Miyagi Prefecture (4)	Day Services	Care Partner Furukawa Care Partner Wakabayashi Q-Up Studio Miyagino		
	In-home care support services	Wakabayashi Home Care		
Fukushima Prefecture (3)	Day Services	Care Partner Fukushima Q-Up Studio Moriai Care Partner Iwaki		

## Kanto

Ibaraki Prefecture (3)	Day Services	Care Partner Tsukuba Care Partner Mito	In-home care support services	Tsukuba Home Care
Tochigi Prefecture (12)	Day Services	Care Partner Kanuma Care Partner Utsunomiya Care Partner Utsunomiya-Minami Care Partner Oyama Care Partner Sano	Home-Visit Care Services	Utsunomiya Helper Station
	In-home care support services	Oyama Home Care Utsunomiya-Minami Home Care	Assisted Living Residence for the Elderly	Elder Garden Yanaze
Gunma Prefecture (1)	Day Services	Care Partner Takasaki	Group Home for Persons with Disabilities	Partner Garden Esojima Partner Garden Utsunomiya Partner Garden Hanafusa
Saitama Prefecture (7)	Fee-Based Residential Nursing Home Services	Soeru Garden Saitama-Kita / Scheduled to open in March 2026	In-home care support services	Kawaguchi Home Care
	Day Services	Care Partner Ageo Care Partner Kawaguchi Care Partner Soka Care Partner Yoshikawa	Group Home for Persons with Disabilities	Partner Garden Kasukabe
Chiba Prefecture (23)	Fee-Based Residential Nursing Home Services	Soeru Garden Kita-Kashiwa / Scheduled to open in February 2026 Soeru Garden Noda / Scheduled to open in December 2025	In-home care support services	Hasama Home Care Kashiwa Care Plan Center
	Day Services	Care Partner Noda Care Partner Nagareyama Care Partner Kashiwa Care Partner Minami-Kashiwa Care Partner Goko Care Partner Yachiyodai Uswell Yachiyodai Care Partner Hasama Care Partner Funabashi Care Partner Narita Care Partner Mabashi Care Partner Kisarazu	Home-Visit Care Services	Kashiwa Helper Station
Kanagawa Prefecture (43)	Day Services	Care Partner Mitsuike Care Partner Kohoku Care Partner Shin-Kawasaki Care Partner Sagamihara Care Partner Sagami-Ono Uswell Isogo Sugita	Home-Visit Care Services	Happiness Home-Visit Nursing Station
	Home-Visit Care Services	Yamato Helper Station Sakura Care Midori Home-Visit Care Office Home-Visit Care Office Lighthouse Care Miyamae	Assistive Equipment	Kashiwa Welfare Equipment Center
Kanagawa Prefecture (43)	Assisted Living Residence for the Elderly	Elder Garden Yamato	Group Home for Persons with Disabilities	Partner Garden Kita-Kashiwa Partner Garden Unga Partner Garden Kita-Kashiwa Building No. 2 Partner Garden Atago
	Group Home for the Elderly	Care Partner Isogo Sugita Group Home Care Partner Isogo Nakahara Group Home	Childcare Services	Kids Partner Tsunashima Kids Partner Okurayama Kids Partner Hiranumabashi Kids Partner Hiyoshi Kids Partner Yokohama Kusunokicho Kids Partner Idogaya Kids Partner Higashi-Hakuraku Kids Partner Shinkoyasu Kids Partner Minato Mirai Kids Partner Minato Mirai No. 2 Kids Partner Rokkakubashi Kids Partner Kozukue Kids Partner Higashi-Totsuka Kids Partner Gumyoji Kids Partner Tsunashima-Higashi Kids Partner Myorenji Kids Partner Isogo Nakahara Kids Partner Yokohama City Hall Kids Partner Yokohama City Hall Temporary Childcare Room Kids Partner Higashi-Totsuka No. 2 In-Company Childcare Center
Kanagawa Prefecture (43)	Group Home for Persons with Disabilities	Partner Garden Yamato Building No. 1 Partner Garden Sagami-Ono Building No. 1 Partner Garden Gumyoji Partner Garden Sagami-Ono Building No. 2 Partner Garden Konandai Partner Garden Byobugaura		
	Comprehensive Support for Persons with Disabilities	Midori Comprehensive Support Services		
Kanagawa Prefecture (43)	In-home care support services	Home Care Support Office Lighthouse Care Miyamae		



## Kanto

Tokyo (23 Wards) (34)	Day Services	Care Partner Hanahata Care Partner Nishiara Care Partner Oizumi	Home-Visit Nursing Services	Umeaoka Home-Visit Nursing Station Umeaoka Home-Visit Nursing Station Soshigaya Branch Umeaoka Home-Visit Nursing Station Komazawa Branch Umeaoka Home-Visit Nursing Station Kamimachi Branch Umeaoka Home-Visit Nursing Station Hachimanyama Branch Umeaoka Home-Visit Nursing Station Nishi-Eifuku Branch Umeaoka Home-Visit Nursing Station Sasazuka Branch Umeaoka Home-Visit Nursing Station Toritsu-daigaku Branch Umeaoka Home-Visit Nursing Station Shiinamachi Branch Umeaoka Home-Visit Nursing Station Shimoigusa Branch
	In-home care support services	Sakura Care Kamimachi Home Care Support Office Sakura Care Komazawa Home Care Support Office Umeaoka Ekimae Care Insurance Services Soshigaya-Okura Ekimae Care Insurance Services Hachimanyama Ekimae Care Insurance Services		
	Home-Visit Care Services	Sakura Care Kamimachi Home-Visit Care Office Sakura Care Komazawa Home-Visit Care Office Angel Care Services Soshigaya-Okura Home-Visit Care Services	Housekeeper Referral Services	Housekeeper Referral Services
	Group Home for the Elderly	Calm Garden Shiinamachi Calm Garden Omurai Calm Garden Shimoigusa	Comprehensive Support for Persons with Disabilities	Sakurashinmachi Comprehensive Support Services Umeaoka Comprehensive Support Services
			Childcare Services	Kids Partner Bunkyo Kagomachi Kids Partner Bunkyo Sekiguchi Kids Partner Bunkyo Sengoku Kids Partner Kikukawa Kids Partner Bunkyo Honkomagome Kids Partner Komagome
Tokyo (Municipalities outside the 23 Wards) (7)	Day Services	Care Partner Higashimurayama Care Partner Tachikawa Care Partner Hachioji Care Partner Machida-Minami	In-home care support services	Machida-Minami Home Care
			Home-Visit Care Services	Machida-Minami Helper Station
			Assisted Living Residence for the Elderly	Elder Garden Minami-Tsukushino

## Chubu

Niigata Prefecture (3)	Fee-Based Residential Nursing Home Services	Soeru Garden Niigata-Nishi / Scheduled to open in February 2026	Nagano Prefecture (1)	Group Home for Persons with Disabilities	Partner Garden Nagano / Scheduled to open in March 2026
	Day Services	Care Partner Shibata Care Partner Niigata-Nishi			
Ishikawa Prefecture (1)	Day Services	Care Partner Nonoichi	Toyama Prefecture (1)	Day Services	Care Partner Toyama
			Yamanashi Prefecture (1)	Day Services	Care Partner Kofu
Aichi Prefecture (19)	Fee-Based Residential Nursing Home Services	Soeru Garden Toyohashi / Scheduled to open in September 2025 Soeru Garden Toyokawa / Scheduled to open in December 2025	Day Services		Care Partner Okazaki Care Partner Kariya Care Partner Odaka Care Partner Minato Care Partner Kasadera Care Partner Okazaki-Higashi Care Partner Honjin Care Partner Komaki Care Partner Ichinomiya Care Partner Aioiyama
	In-home care support services	Odaka Home Care Ichinomiya Home Care Honjin Home Care Care Partner Okazaki-Kita Home Care Support			
	Home-Visit Nursing Services	Care Partner Okazaki-Kita Home-Visit Nursing Station Care Partner Okazaki-Kita Home-Visit Nursing Station Oro Branch			
	Group Home for Persons with Disabilities	Partner Garden Togocho			

## Kinki

Mie Prefecture (4)	Day Services	Care Partner Yokkaichi Care Partner Tsu Care Partner Hisai	Osaka Prefecture (6)	Day Services	Care Partner Suita Care Partner Moriguchi Care Partner Daito Care Partner Yao Care Partner Takaishi Care Partner Kumatori
	Group Home for Persons with Disabilities	Partner Garden Yokkaichi			
Hyogo Prefecture (4)	Day Services	Care Partner Amagasaki Care Partner Ikawadani Care Partner Hirohata	Kyoto Prefecture (1)	Day Services	Care Partner Yamashina
	In-home care support services	Hirohata Home Care	Wakayama Prefecture (1)	Day Services	Care Partner Wakayama

## Chugoku and Shikoku

Okayama Prefecture (1)	Day Services	Care Partner Okayama-Nishi	Hiroshima Prefecture (1)	Day Services	Care Partner Onomichi
Kagawa Prefecture (2)	Day Services	Care Partner Takamatsu	Fee-Based Residential Nursing Home Services	Soeru Garden Takamatsu Terai / Scheduled to open in March 2026	
Yamaguchi Prefecture (5)	Fee-Based Residential Nursing Home Services	Soeru Garden Yamaguchi / Scheduled to open in March 2026	Home Care Services		Hofu Home Care Shunan Care Plan Center
	Day Services	Care Partner Shunan Care Partner Hofu			

## Kyushu

Fukuoka Prefecture (5)	Day Services	Care Partner Sasaguri	Group Home for Persons with Disabilities		Partner Garden Tsuruta / Scheduled to open in July 2025 Partner Garden Nakagawa / Scheduled to open in July 2025 Partner Garden Asakura / Scheduled to open in September 2025
	In-home care support services	Sasaguri Home Care			
Saga Prefecture (3)	Day Services	Care Partner Saga			
	In-home care support services	Saga Home Care			
	Group Home for Persons with Disabilities	Partner Garden Kamimine / Scheduled to open in July 2025			
Oita Prefecture (3)	Day Services	Care Partner Akeno Care Partner Kaku			
	Group Home for Persons with Disabilities	Partner Garden Nakatsu / Scheduled to open in August 2025			

# CSR and Community Engagement



## 2024: Awarded the Gold Prize in the "Kawasaki Health and Happiness Project"

We participated in the "Kawasaki Health and Happiness Project" organized by Kawasaki City, Kanagawa Prefecture, and were awarded the Gold Prize.

Care Partner Shin-Kawasaki, which is operated by our company, was awarded the Gold Prize in recognition of its contributions to maintaining and improving the daily lives and physical functions of its customers.



## 2024: Participated as guest lecturers at the "Career Guidance Workshop" of Tochigi Prefectural Okamoto Special Needs School

In order help school staff deepen their understanding of disability welfare services, we were invited to speak as guest lecturers at a special needs school for children with health impairments, which includes elementary through high school levels. The lectures covered topics such as disability pensions, the classification system, and how to utilize welfare services with a view toward the future.



## 2025: An agreement was concluded regarding support for people returning home on foot during disasters

We have entered into agreements with the "Nine metropolitan areas, the Union of Kansai Governments, and Aichi Prefecture" to provide tap water, toilet facilities, disaster information, maps provided by municipalities, and other support at our facilities for people returning home on foot in the event of a disaster.

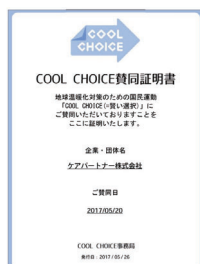
# Environmental Activities

## Basic Environmental Policy

As a company engaged in welfare services, we strive to conserve resources, promote reuse and recycling (3Rs), comply with laws and regulations, collaborate with local communities, harmonize with nature, actively work to preserve the global environment, and realize a happy society.

## Environmental Action Guidelines

1. Legal compliance: We will comply with all environmental laws and regulations and conduct our business activities accordingly.
2. Education: We will continue our environmental education activities and encourage all employees to take the initiative in environmentally friendly activities.
3. Resource conservation: We will strive to conserve resources across all business departments and reduce environmental impact.
4. Reuse: We will promote the reuse of materials and strive to reduce environmental impact.
5. Recycling: We will promote the recycling of resources and strive to reduce environmental impact.
6. Community: We will recognize our role as a member of the local community and actively participate in environmental activities in our immediate vicinity.



2014~

We carried out the "Light Down Campaign" where lights are turned off for a set period at workplaces and homes to raise environmental awareness.

May 2017

Endorsement of "COOL CHOICE" a national campaign to combat global warming

April 2023

Our activities, including registering 40 of our business locations as disaster evacuation support stations, have been recognized, and we were registered under the Ministry of the Environment's "Local SDGs Regional Circular and Ecological Sphere Corporate Registration System."

\*The photo shows our composting initiatives at our day care facilities





# Initiatives addressing social issues (SDGs)

We are actively working to realize a sustainable society through our business activities.



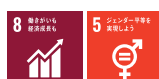
The Sustainable Development Goals (SDGs) are international goals adopted at the United Nations Sustainable Development Summit in September 2015 with the aim of being achieved by 2030. The SDGs consist of 17 goals and 169 targets, all centered around the pledge to "leave no one behind" on the planet.

## 1. Promotion of business initiatives aimed at realizing a community inclusive society



Through our business operations, we aim to promote the welfare of local communities and create livable towns by providing high-quality service to people of all ages, including the elderly, people with disabilities, and children.

## 2. Development of a comfortable and gender-neutral workplace environment



We are promoting a healthy lifestyle and creating an environment where employees can easily take paid leave, as well as implementing childcare leave systems and other measures to enable each employee to play an active role in line with their individual life plans.

\*Certified under the "Kurumin," "Eruboshi (3 stars)," and "Outstanding Organization in Health and Productivity Management" systems.

## 3. Provision of high-quality education



In our communities, we conduct training sessions and lectures to help people feel more familiar with and connected to nursing care. Furthermore, through our business activities, we strive to provide high-quality educational opportunities for those who use our services. Within the company, we are promoting the use of IT in education, creating an environment where employees can learn anytime and anywhere.

## 4. Procurement of clean energy



We are actively promoting the use of renewable energy by advancing the adoption of effectively renewable electricity (with zero CO2 emissions) by combination with tracking-enabled FIT non-fossil fuel certificates.

## 5. Effective utilization of resources



We are committed to environmental conservation by reducing food waste and water usage, introducing FSC-certified copier paper, and promoting the effective use of resources through the 3Rs (Reduce, Reuse, and Recycle).

## 6. Establishment of compliance and governance frameworks



We are actively promoting the enhancement of compliance and governance by establishing an organizational and monitoring framework. In addition, we defined the "Seven Prohibited Acts," which outline particularly important rules of conduct for employees across the Group, and by adhering to these rules, we aim to maintain fair and transparent business operations.

# Recognition by government agencies

We obtained the following certifications by improving our working environment with the aim of creating a comfortable workplace.



## 2020~ "Kurumin" certification for companies supporting childcare

- A certification system that recognizes companies supporting the balance between work and child-rearing.
- We met all 10 certification criteria and obtained certification.
- We are particularly focused on promoting paternity leave for male employees and encouraging the use of paid vacation days.



## 2021~ Received the highest rating of three stars under the "Eruboshi" certification

- A certification system that recognizes companies actively promoting the advancement of women in the workplace.
- We actively promote the success of our employees in line with their life plans by encouraging the appointment of women to managerial positions and facilitating transitions to full-time employment.
- In the past, the achievements of our Phase 2 Action Plan (2018–2023) were recognized, earning us the highest rating of three stars.



## 2022~ Certified as a "Sports Yell Company" for three consecutive years

- A certification system that recognizes companies implementing initiatives to promote employee health.
- We introduced initiatives such as an "in-house club activity system," "lower back pain prevention videos," and a "health promotion app."
- Our efforts to promote health were recognized, and we have been certified for three consecutive years.



## 2020~ Certified as a "Outstanding Organization in Health and Productivity Management" for five consecutive years

- A system that recognizes corporations excelling in health promotion management.
- We implement measures such as "infection prevention," "enhancement of leisure time," and "correction of long working hours."
- Our efforts to promote health have been recognized, and we have been certified for five consecutive years.



Care Partner Co., Ltd.

[www.care-partner.com](http://www.care-partner.com)