



UPDATER, INC.

UPDATER Inc.

# Company Profile

01/01/2026

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3. Service Overview
4. Recruitment
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# Executive Summary

Executive summary



An evolving social business company,  
update our future together with the  
collective power of 10 billion of “people”

In 2015, the United Nations adopted the Sustainable Development Goals (SDGs),  
and in May 2016, Japan established its own “SDGs Promotion Headquarters”.  
While efforts to solve “social issues” are progressing from the top down,  
how many individuals are actually taking action?

Solving “social issues” requires more than just governments and corporations—  
it requires the involvement of each and every one of us.  
By updating social business,  
we aim to co-create a better society and contribute to the growth of Japan’s GDP.



# UPDATER, INC.

II

We are a company established with a foundation in renewable energy, delivering platform-based service to address social challenges.

Business Domains

Extensive SDG-related market



Businesses

Continuous development  
of services addressing  
social challenges



Key Features

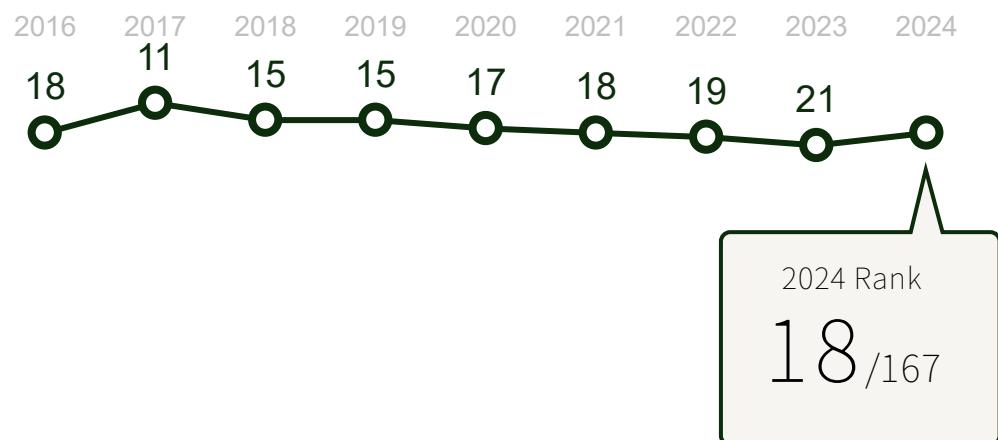
Delivering social issue-solving  
services via a platform-based  
approach

## Japan's current position towards SDG targets.<sup>\*1</sup>

Japan ranks high in terms of target achievement among United Nations member countries. However there has been no progress or improvement since the publication of the rankings. Challenges remain for 16 of the targets in terms of achievement rate, and therefore it is essential for society as a whole to address all targets.

Ranking by SDGs targets achievement within UN member countries

**In UN member countries <sup>\*2</sup>  
Japan ranks high in SDG achievement**



SDGs achievement by item

**Limited progress and improvement  
Has been observed,  
and many individual goals remain.**



\*1: Excerpt from "SUSTAINABLE DEVELOPMENT REPORT 2024"

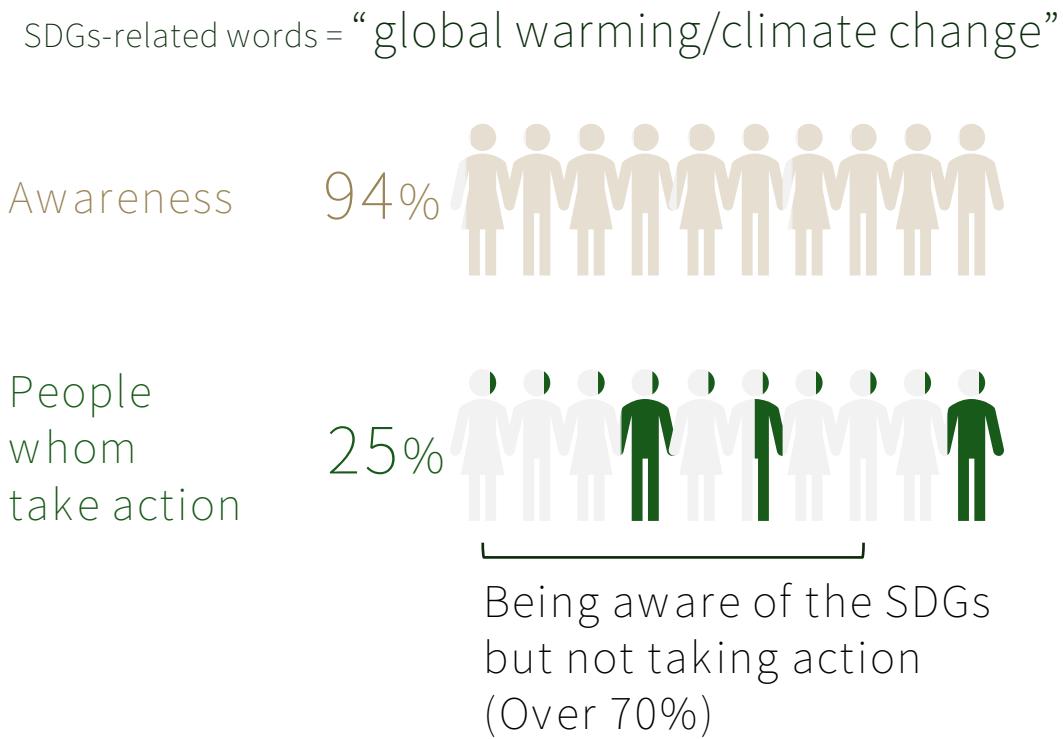
\*2: UN member countries published by SDSN

## Discrepancy between individual perceptions and people changed their behavior.\*<sup>1</sup>

The individual survey shows that awareness of words related to the SDGs, such as climate change, is over 90%.

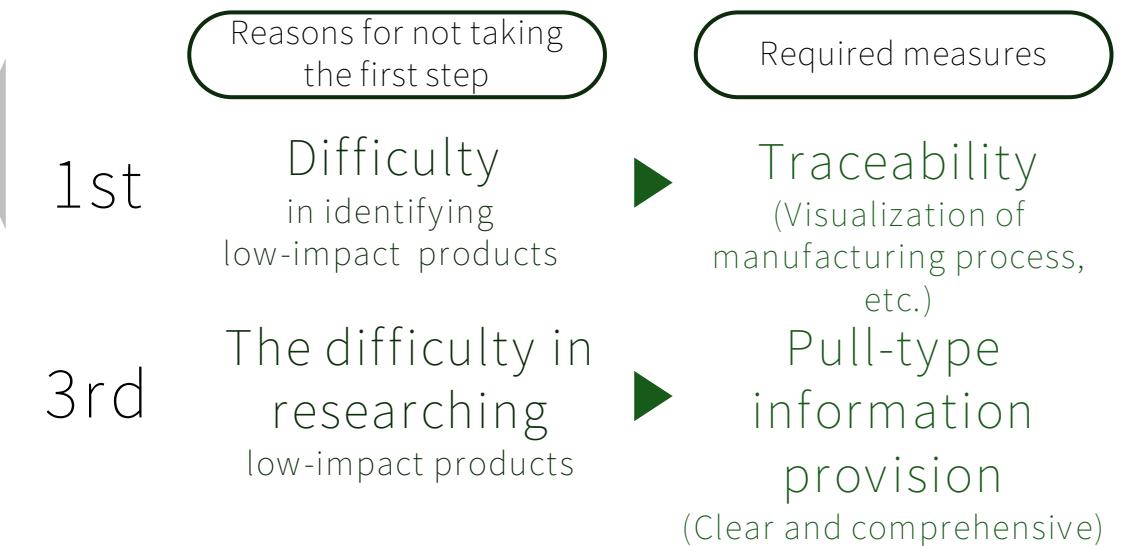
While more than 70% of the people has not changed their behavior. It is essential to change individual behavior through traceability and information provision to achieve the goal.

Percentage of SDGs-related words awareness and taking action



Factors behind the gap between SDGs awareness and action

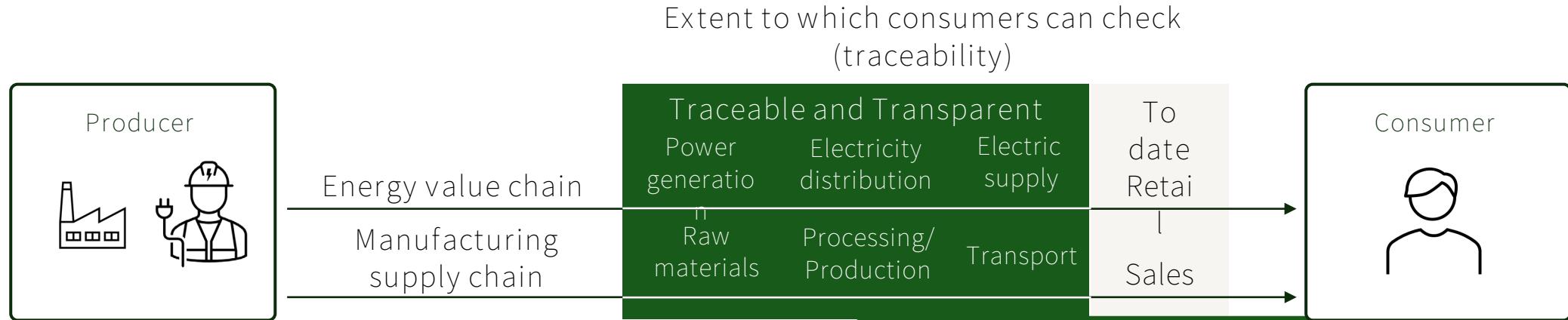
## Lack of traceability and information



\*1: Excerpted from the Boston Consulting Group's "Consumer Attitudes toward a Sustainable Society Survey Results, October 2024"

## Proprietary blockchain technology

Our distinctive blockchain technology ensures traceability and transparency of large volume transactions that occur in the value chain and supply chain. We achieve traceability and transparency, guaranteeing “visibility (raw materials and production processes) ”.



Extent to which consumers can check  
(traceability)

Consumer

Enables consumers to check environmental impact  
in manufacturing processes, etc.

## Distinctive algorithmic blockchain technology

The reason  
traceability  
can be ensured.

Enables traceability and transparency of large volume transactions



## Our envisioned future society

# Updating Society and Social Business

UPDATER provides a range of sustainable systems and services designed to foster continuous learning and proactive engagement, with the goal of transforming societal values.

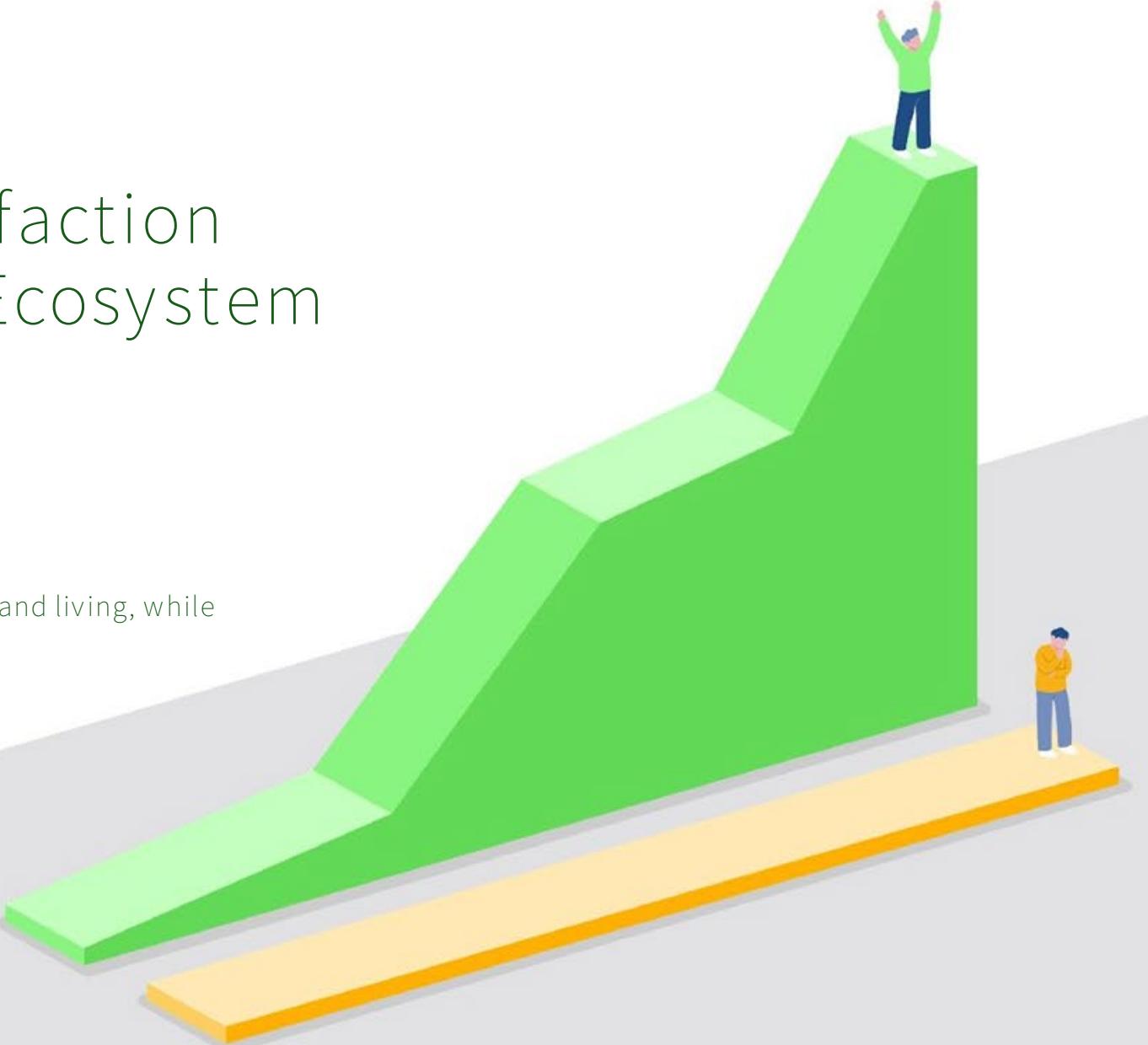
By increasing the number of individuals capable of driving positive social change and building a social update economy powered by blockchain technology that ensures transparency and alignment with authentic SDGs, we aim to contribute to Japan's GDP growth.



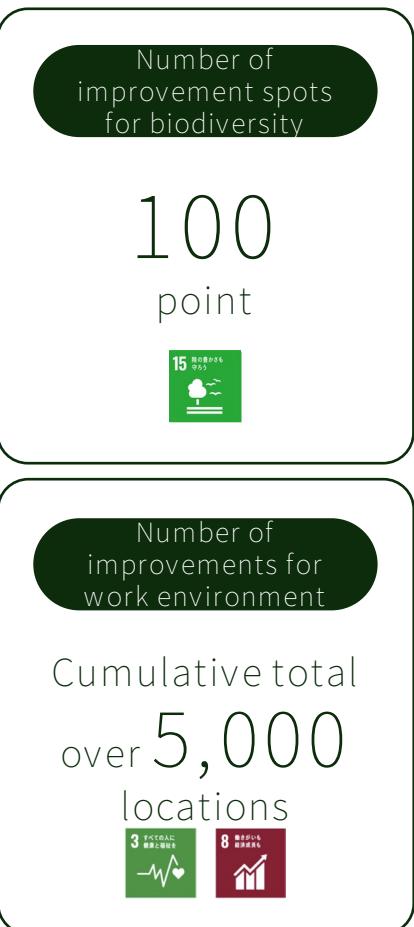
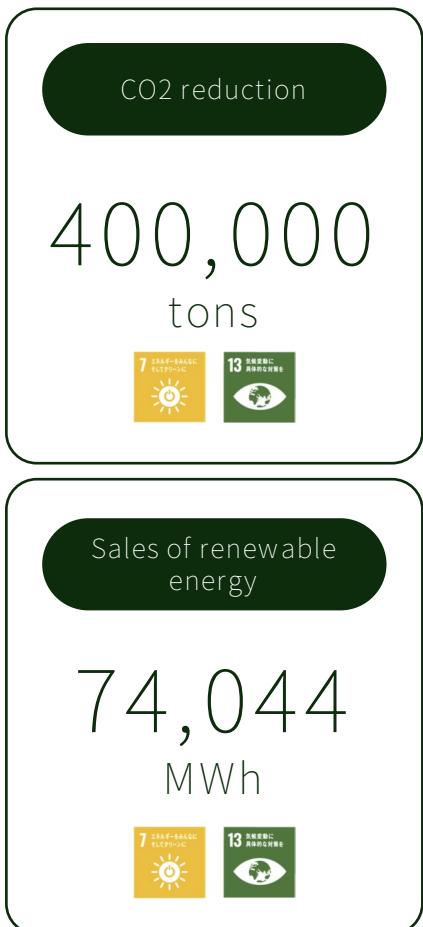
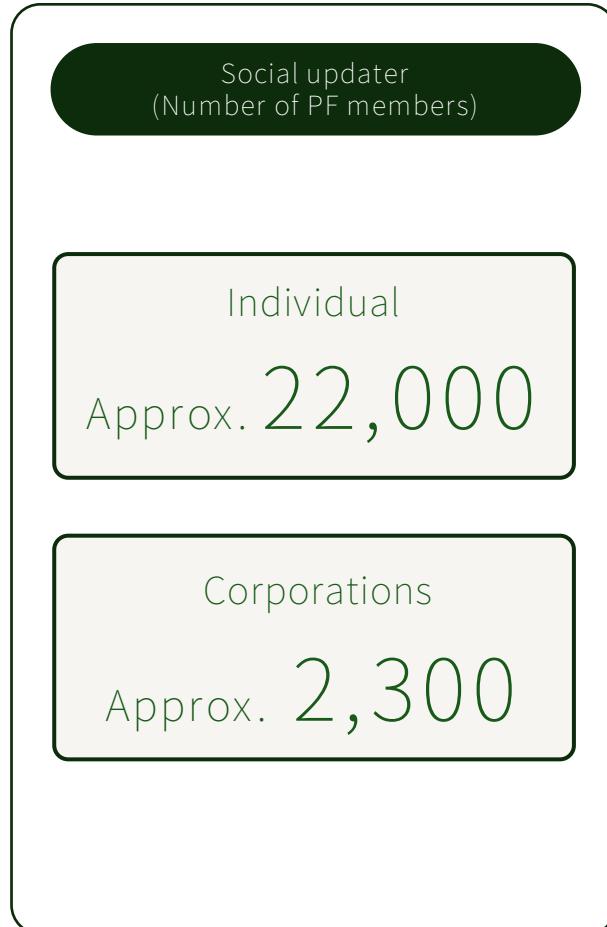
## Our envisioned future society

# Building a High-Satisfaction UPDATER Economic Ecosystem

By offering a diverse range of services to both corporate and individual users, and enabling them to become part of the UPDATER economic ecosystem, we aim to realize more sustainable ways of working and living, while delivering greater value and satisfaction in their everyday lives.



## Non-financial KPIs



2

# Company Profile

Company Profile



## Message from the President

# An evolving social business company updating our future— together with the power of 10 billion of us

What if all 120 million people in Japan, just once a year, took a moment to think about “the person behind the product they purchase” — and chose to buy something that helps prevent global poverty? And what if all 10 billion people around the world did the same?

What if each of Japan’s 7 million companies and organizations, just once a year, took a moment to think about “the Earth that supports us every day” — and made a purchase that helps mitigate climate change?

What kind of transformation would that bring to our society?

And what if every company in the world acted the same way?

For sure, we would move closer to a world in harmony with nature, free from exploitation, and filled with shared happiness.

When individuals and organizations alike feel that their actions are truly contributing to society, they can regain a sense of confidence and pride.

Then what role does UPDATER play in all of this?

We believe it’s to continually create inspiring products and systems using cutting-edge technology and the power of community.

Each of us — as individuals and as organizations — has the power to change the world.

Let’s evolve ourselves together with UPDATER.

And let’s shape a better future with our own hands.

UPDATER, INC.

**President Eiji Oishi**



# Basic Information

Name UPDATER, Inc

Establishment May 2011

Business

Provides SX services to corporations and individuals using its distinctive patented blockchain technology. As our main business “Minna Denryoku” (decarbonization area and renewable energy business)  
“Minna Works” (Well-being area and environmental improvement business)  
“TADORI” (Transparent and human-centered lifestyle business), etc.

President Eiji Oishi

Number of Employees

98 (excluding temporary employees)

\*As of March 31, 2025

Share capital

100,000,000 yen (capital reserve: 143,914,000 yen)

\*As of August 31, 2025

Major Shareholders

Eiji Oishi, SMBC Venture Capital, Mizuho Capital, MT Partners, TBS Holdings, SBI Investment, Sega Sammy Holdings, Marui Group, Dentsu, dip TIS, Hulic Startup, Proto Ventures, SuMi TRUST Innovation Fund, W fund, Shinwa Corporation, TM Capital, MC&C Investment Limited Partnership



A blurred background image of two women laughing together outdoors. One woman is wearing a white bucket hat and a light-colored jacket, while the other is wearing a dark cap and a yellow turtleneck sweater, holding a white coffee cup. The scene is set in a bright, possibly sunny, outdoor environment.

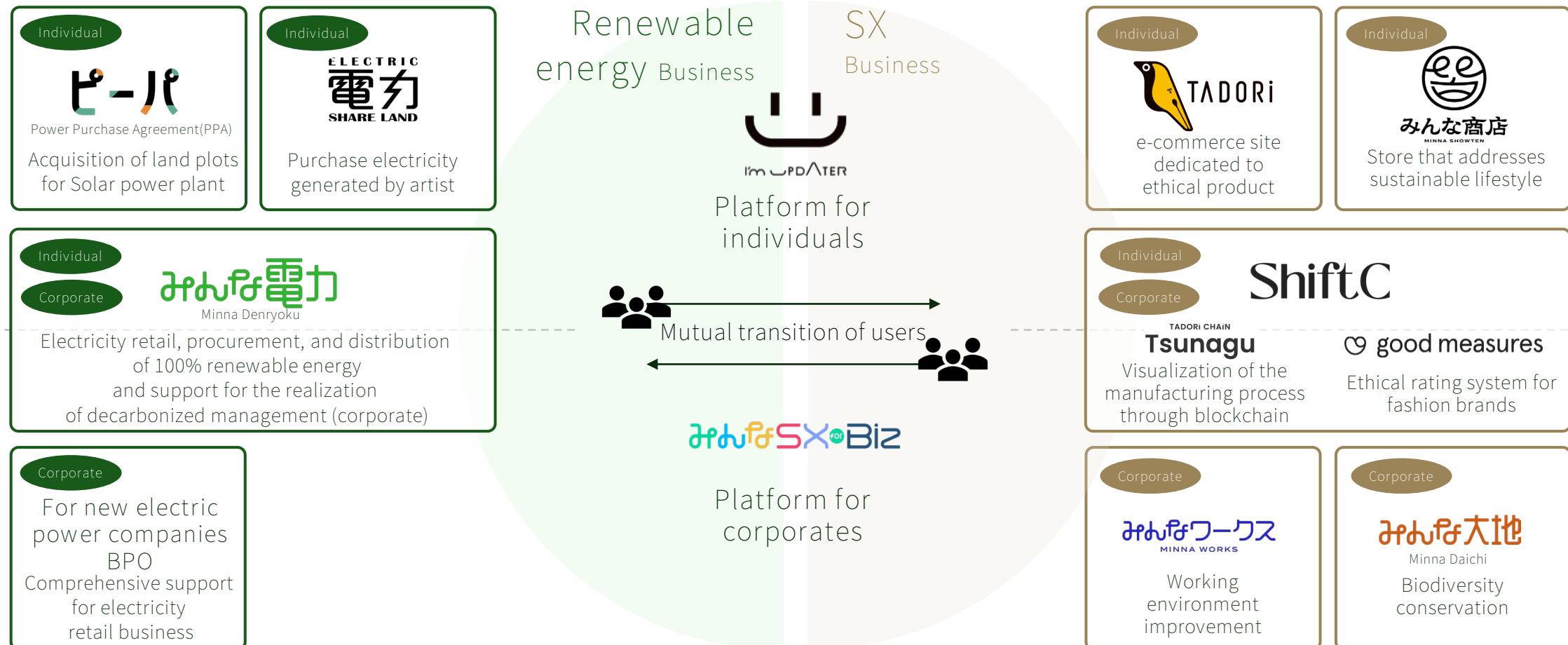
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## Service Overview

service

# Business and Services | Overview

With the Renewable Energy business as its revenue base, the SX business provides various services related to the SDGs for corporations and individuals, building a multi-tiered revenue stream.





# I'm UPDATER

Platform to support sustainable lifestyles for individuals

Portal website that offers various services that solve social issues and information carefully selected by UPDATER



1 JEPX: Japan Electric Power Exchange

## Business Features

### ● Portal website providing sustainable information

Provide information on ethical lifestyle practices by introducing events and products related to sustainability

### ● Portal website that provide access to UPDATER's other services

In addition to providing information, various services can be used via the portal website by creating links to Minna Denryoku, Shift C and TADORi for individuals.

### ● UPDATER points provided

Through the portal site, users can receive preferential service offers and participate in special events by awarding UPDATER points accumulated from events held, switching to Minna Denryoku, and using services through TADORi.

## Value provided

Latest news and trends on sustainability

Offering rewards to promote ethical living

# みかんSX for Biz

Platform to support corporate sustainability

Strengthening collaboration among stakeholders, employees, and the community through information and community building to solve social issues such as decarbonization and biodiversity,



## Business features

- Provide information/community to companies with sustainability challenges  
Provide a forum for sharing sustainability insights and best practices, and promotes practice by participating companies and enables business matching between companies.
- **Provide cloud tools for decarbonization/ethical management**  
Support the promotion of decarbonization and ethical management by providing cloud services such as the status of your company's ethical management in 43 items in 8 fields based on the "JEI Ethical Standards (October, 2021)" by the Japan Ethical Initiative and CO2 emissions calculation based on the "GHG Protocol".



CO2 emissions calculation tools



ESG diagnostic tools

## Value provided

Latest news and trends on sustainability

Efficient implementation of sustainable management

## Services | Renewable Energy Business

For individuals



Electricity retail  
business, churn rate of  
less than 1% \*1

Individual can contribute to a decarbonized society

Energy retail business that supplies power from around 1,000 renewable energy power plants located throughout the country, all operating on 100% renewable sources.



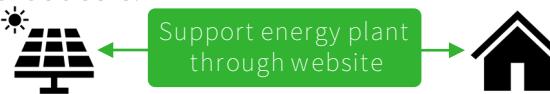
## Business features

- A 100% renewable energy plan with “transparency and traceability”

Publishing the identifiable producers and stories behind the power producers on the website enables a transparent and personalized electricity experience, allowing users to select the power plant they wish to support.

- Power Plant Support

By selecting a power plant of your choice and “supporting” it by delivering 100 yen from your monthly electricity bill, you may receive a return gift. A “people-connected” community is also provided, including power plant tours and exchange meetings with electricity producers.



## Value provided

Create value by visualizing  
producers and enabling users  
to feel their contribution  
to the environment

Provide highly unique  
electricity  
(100% renewable energy)

\*1 Churn rate is actual for FY2024.

## Services | Renewable Energy Business

## For individuals



## PIPA/Artist Electricity

Creating new connections between artists and fans in a sustainability context by individually contracting remote solar panel sections and using the electricity they generate.



## Business features



- Contract and use power plants by section in cloud  
Minna Denryoku chooses environmentally friendly power plants, and people can choose the power plant of your choice and use as much as you need.

The surplus electricity is purchased by Minna Denryoku at market price!

No need to install at home  
and  
it is accessible to everyone!

ELECTRIC  
電力  
SHARE LAND

- Use electricity generated by your favorite artist's power plant

With the blockchain technology, people are able to use electricity produced by a power plant owned by your favorite artist.

Proof of use from the selected artist's power plant!

Part of the electricity bill  
reaches the artist!

Value provided

Generate, use, and sell electricity from renewable energy sources from home.

Create connections outside of fan clubs with your favorite artists

## Services | Renewable Energy Business

For corporates



## Decarbonization solutions for corporations

Offers comprehensive sustainable decarbonization solutions in all three perspectives, "Global environment, social, and economic activities" which will determine business in the coming era.

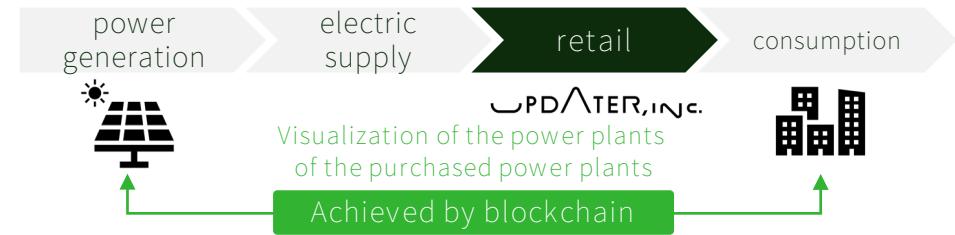


Churn rate of less than  
3%  
Stock revenue base

## Business features

## ● Supply 100% traceable renewable energy

Blockchain-based tracking at 30-minute intervals ensures transparency in the power procurement and supply process and enables electricity purchases by specifying individual power plants.

● Decarbonization consulting by CDP accredited provider<sup>\*2</sup>

Propose optimal plans according to issues and goals for decarbonization, and cover implementation support such as PPA, procurement of non-fossil certificates, and supply of renewable energy electricity



## Value provided

Improved reputation  
from consumers

Appealing to investors by  
enhancing ESG initiatives  
such as TCFD disclosures

\*1 Churn rate is for FY2024

\*2 CDP: Abbreviation for Carbon Disclosure Project. An international NGO that operates the world's only independent environmental disclosure system.

For corporates



### Support for corporate decarbonization management

Supporting to create sustainable communities, by decarbonization management support and launching new regional electric power companies, by leveraging the unique experience of a renewable energy platform.

Decarbonization management support for corporates

Decarbonization consulting

Corporate off-site PPA

Self-consumption on-site PPA

Non-fossil certificate procurement

New electric power BPO service

### Business features

- Decarbonization consulting/non-fossil certificate procurement/PPA  
One-stop support from strategy development to implementation support as a provider certified for CDP/SBT/TCFD and other initiatives can only provide. Support for decarbonization when it is difficult to switch to renewable energy through procurement of non-fossil certificates, and long-term renewable energy procurement support through PPAs.



- Comprehensive coverage from start-up to operation of new power generation  
Comprehensive support for retail electricity operations, from assisting with business planning and license registration required for launching a new power company, to supply-demand management during operation and coordination of renewable energy distribution.

### Value provided

Appealing to investors by enhancing ESG initiatives such as TCFD disclosures

Building well-being communities by SX principles through local production

\*1 CDP: Abbreviation for Carbon Disclosure Project. An international NGO that operates the world's only independent environmental disclosure system.

For individuals



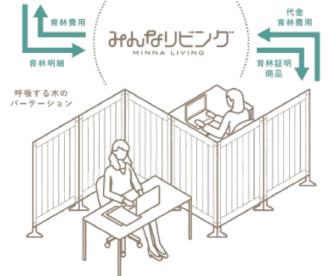
E-commerce website with transparency and traceability of producers' faces and production process

Promoting consumer understanding by disclosing the perspectives and stories behind products, encouraging socially responsible consumption behavior.



Selling products that connects to forest conservation

Used wood grows



### Business features

- Provide access to products with transparent origins and traceable producers
 

Presenting the story behind the production of each product and the producer's perspectives and stories. Enables customers to purchase products with transparency and traceability.
- Visualization of contribution level to social issues
 

By disclosing the total purchase amount including support funds\*1 and the details of social issue initiatives, the degree of contribution consumers make through their purchases becomes visible.



### Value provided

Individual user

Fulfillment from making socially responsible purchases

Manufacturer

Enhance corporate credibility by fulfilling social responsibilities

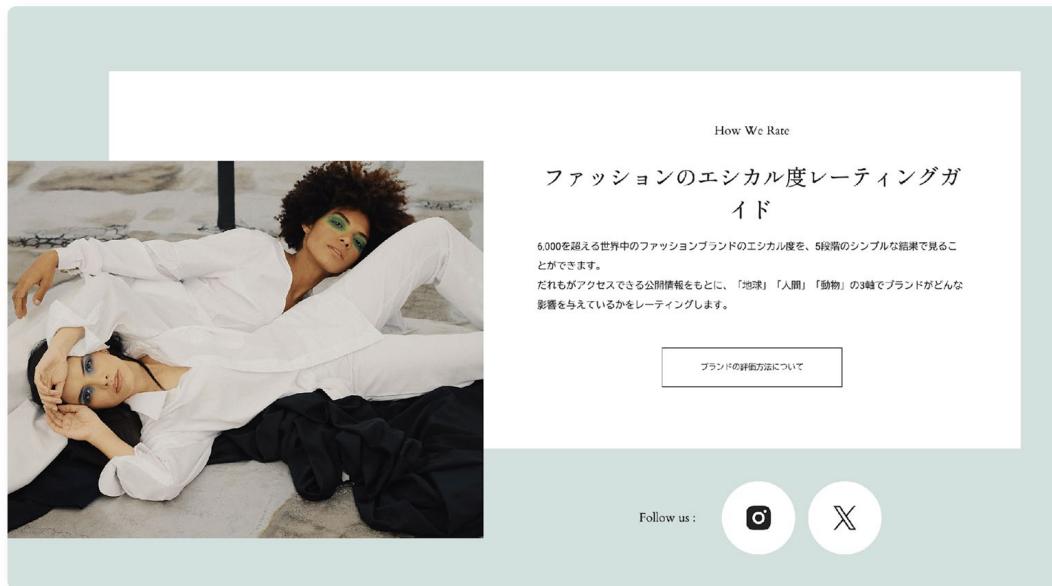
\*Products for which a portion of the sales price is donated to an organization or company's social issue resolution activities.

For individuals

# ShiftC

Displaying ethical ratings for fashion brands

Further support consumers' ethical consumption by allowing them to check the ethical ratings of approximately 6,000 fashion brands at any time.



## Business features

- Visualizing fashion that addresses environmental and social issues

Research a brand's ethical practices and read articles about sustainability and fashion to promote ethical consumption in everyday life.



- Brand rating perspective

A fair evaluation of each brand to ensure transparency by disclosing who makes to product, where, and how they are produced, from the perspectives of “the earth”, “humans”, and “animals”. This includes information on materials used, workers' rights in the supply chain, and recovery systems, while also questioning the “consumer's right to know”.

## Value provided

Individual user

Support consumers in  
“making responsible  
fashion choices”

Manufacturer

Ensuring trust through  
transparency and  
responding to business risks

For individuals

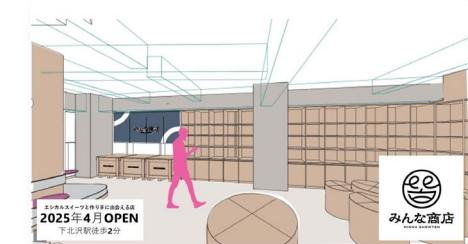


Make better shopping choices—shape a more exciting future  
 A new type of store that proposes “better choices” in daily shopping through attractive products, food, and recycling experiences for people who are interested in ethical and sustainable shopping.



### Business features

- 1F: Take away store offering fermented sweets  
 A take away store featuring fermented sweets and drinks that make use of out-of-spec fruit, as well as excellent products that address social issues. A place to nurture a “no disposable” cycle with visitors.
- 2F: A store where you can find the finest confections and crafters  
 Selling confectionery with “transparent origins and identifiable producers” and a box store where you can encounter a variety of crafters. Providing a space that combines purchasing and



### Value provided

A delicious and fun shopping experience rooted in local sustainability practices

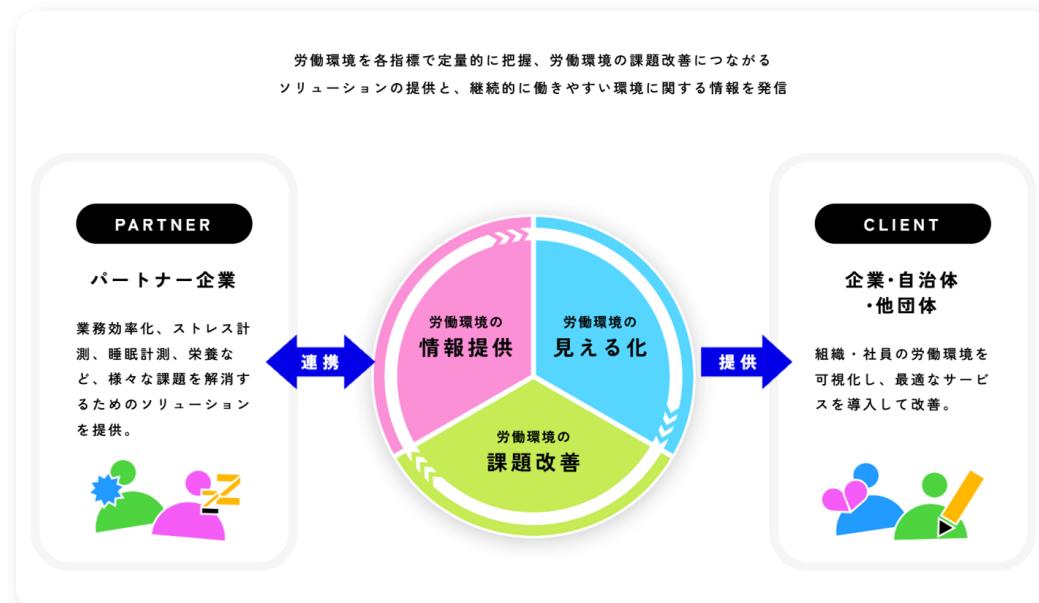
Sustainable life ideas for everyday living

# みんなどワークス

MINNA WORKS

Platform for improving employee well-being

Provide solutions and insightful information to improve the work environment for employees through visualization of the work environment.



## Business features

### ● Visualization of working environment and support improvements

Provides a wide range of solutions such as improving work efficiency, measuring stress and sleep, and managing nutrition by clarifying issues with quantitative monitoring of the work environment.

#### Solution

**Cloud-based work Environment monitoring system**  
**MADO**  
MINNA AIR DATA ORGANIZER

**Assistance for balancing caregiving and work**  
**みんなどケア**  
minnacare

**Support for recognition as a Certified Health and Productivity Management Organization**

**Sleep Improvement Support**

**Business trip dryhead massage**

**Ethical sweets for office**

**Insoles that support full-body alignment from your feet**

#### Value provided

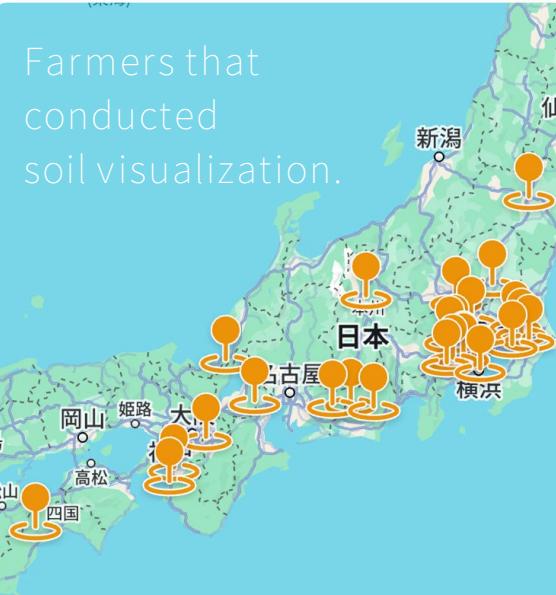
**Improved productivity and reduced turnover by enhancing health and satisfaction**

**Well-being oriented recruitment branding**

# みみづ大地

Visualization of soil's "contribution to the global environment", including decarbonization and biodiversity

Promote behavioral change throughout society toward soil restoration by adding new value to produce and real estate



## Business features

### ● Soil diagnosis service

Evaluates land for agricultural land, renewable energy power plants, corporate green spaces, forests, etc., through soil diagnosis and surveys of above and below ground flora and fauna. Provide remediation advice, consulting, and solutions.

### ● Enhanced soil data

Supporting producers and distributors/retailers in marketing their agricultural products and processed products by visualizing through diagnostics their agricultural initiatives that value environmental friendliness and the recycling of local resources.



Featured in  
the media

## Value provided

Visualizing initiatives of decarbonization and biodiversity

Achieving healthy agriculture and food by soil regeneration

# みかづ大地

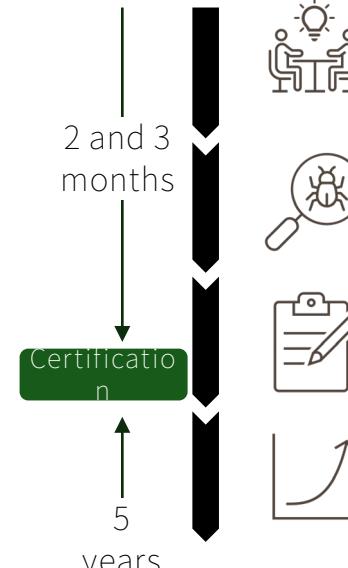
Support for certification of Other Effective area-based Conservation Measures (OECM) from a biodiversity perspective

Leveraging the knowledge gained through soil analysis, we visualized biodiversity not only based on animals and plants, but also soil animals and microorganisms, and supported companies in obtaining certification of Other Effective area-based Conservation Measures(OECM).



## Business features

### ● Support from assessment to certification acquisition and maintenance



## Value provided

Other Effective area-based Conservation Measures(OECM) certification.

Value-added such as green space for business corporates

Achieving sustainable procurement

#### Assessment & select target sites

Confirm current status of candidate sites for certification as a site for OECM and selection of target sites.

#### Living organism surveys (including soil surveys)

Expert surveys of animals, plants, soil, etc.

#### Application preparation

Assist in preparing application materials to be submitted to the secretariat

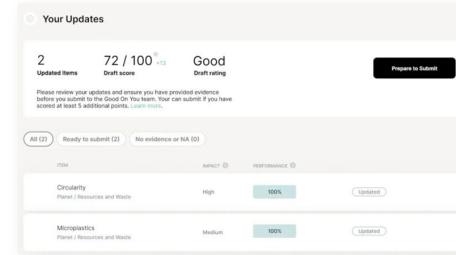
#### Maintenance and monitoring

Maintenance and monitoring of certified sites several times in a year

# ShiftC Services for corporates

## ♡ good measures

“Sustainer Health Checkup” & Sustainability guide tool for brands.



### Business features / Values provided

- Collaboration with “Good On You”, the world's largest ethical evaluation organization

Evaluate and analyze your brand against global standards, making it easier to set goals and targets for creating a sustainable brand.

- Visualization of the environmental and social value of the brand

Enable understanding of the brand's current position according to global standards, while identifying strengths and areas for improvement  
Supporting transparency with key points of information disclosure.

### Business features / Values provided

- Compliance with information disclosure system

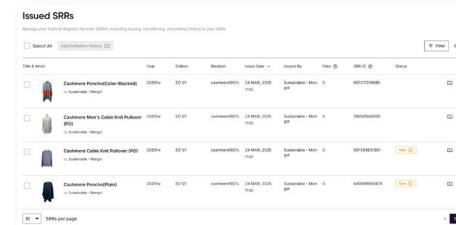
Leveraging blockchain technology to achieve proactive compliance with the information disclosure guidelines required of apparel companies from 2026 onward.

- Contribution to operational efficiency and marketing

Reduce operating costs and enhance operational sophistication by unifying management of supply chain information, product information, handling methods, etc.

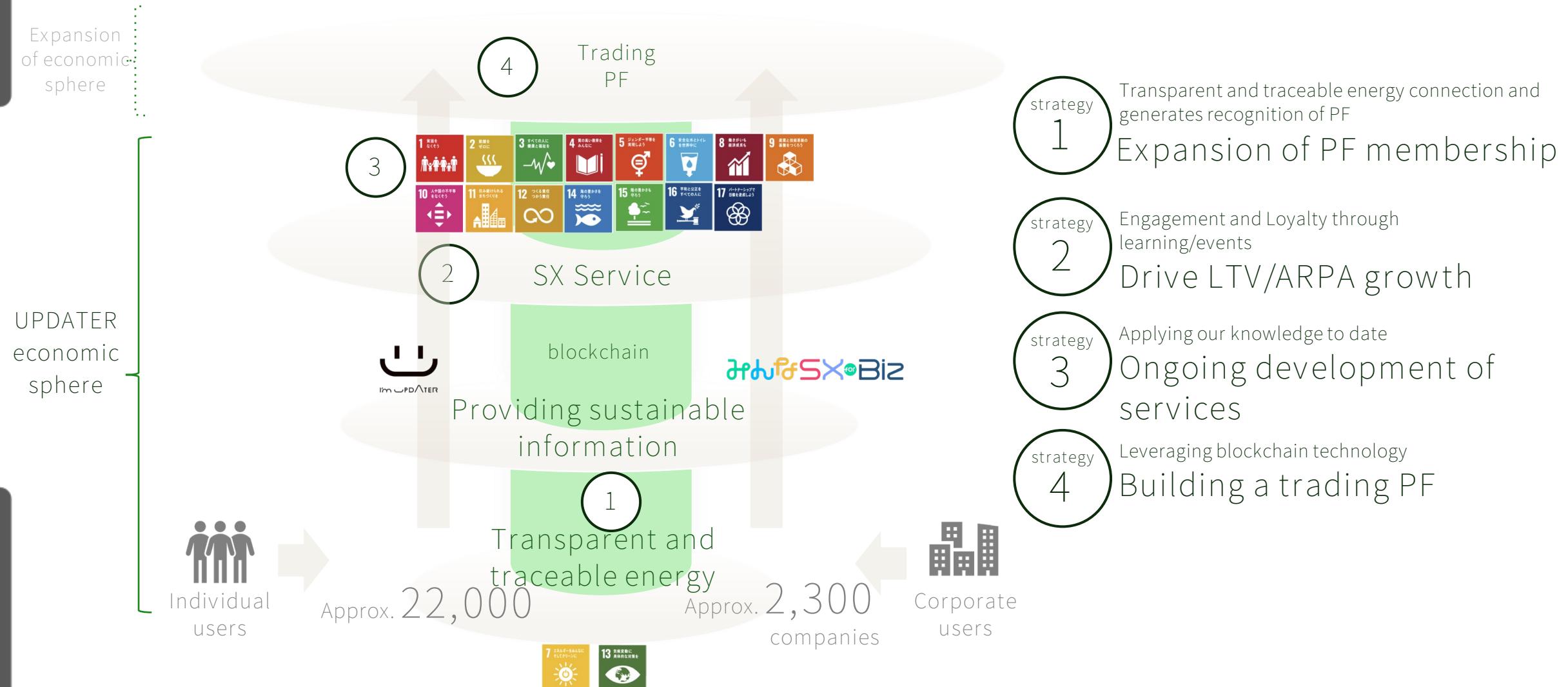
## TADORI CHAIN Tsunagu

Implementing DPP\*<sub>1</sub>  
through blockchain technology



\*1: DPP stands for Digital Product Passport.

## Future Outlook



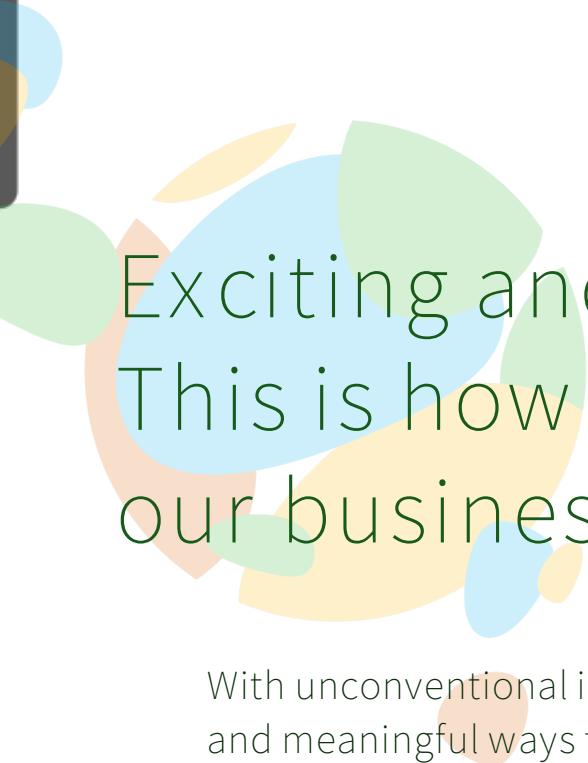
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# Recruitment

Recruitment



## UPDATER—Who we are



# Exciting and Profitable— This is how we operate our business

With unconventional ideas, we explore exciting and meaningful ways to make society better—  
together.

0 **Create new markets**  
Beginning with decarbonization through the provision of regenerative potential energy, and expanding our initiatives to tackle Japan's broader SDGs and societal challenges, we face both the struggles and the fulfillment of building the large-scale economic system required to resolve these social issues.

0 **Building an exciting future**  
UPDATER's two guiding principles, "Exciting and profitable", we are committed to designing systems that enable our users and stakeholders to joyfully and passionately co-create a future that drives social innovation

0 **Tackling challenges through co-creation**  
Recognizing that the complex challenges of the SDGs cannot be addressed by any one individual or company alone, we embrace the spirit of co-creation — collaborating with our team, users, and stakeholders to shape a better future for generations to come

# Strengths as a social business update

01

Prove traceability

## Blockchain technology

- World's first commercialized P2P energy tracking system  
→Prove how much electricity was purchased from which source.
- Expanding visibility of producers and processes beyond energy  
→Visualize the value and degree of ethicality of air, soil, and fashion brands.
- Membership in international initiatives  
→Earned numerous high-quality certifications and memberships in reputable organizations, including being one of only three companies in Japan to receive “CDP Certified Renewable Energy Providers”.
- Relationships with leading companies and experts in the field of SDGs.

02

## Strong social capital stakeholders

03

Approx. 22,000 individuals and 2,300 corporations

## Customer base

- A customer base built up over nearly 10 years  
→A customer base deeply interested in solving social issues, who continue to use Minna Denryoku, “a 100% renewable energy service”.  
→Retention marketing to SX services is also expected.

04

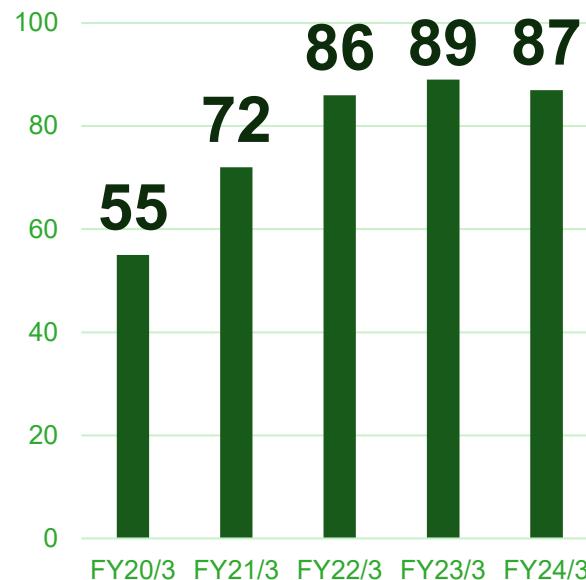
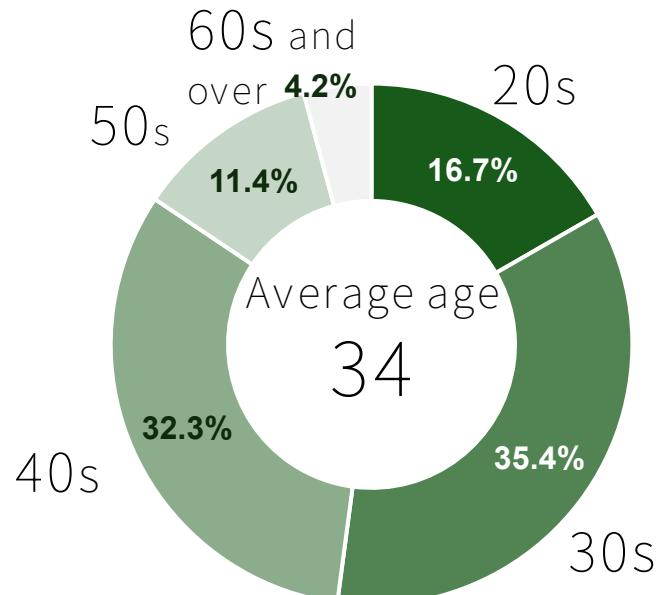
Generated by stock earnings & low churn rate

## Robust revenue base

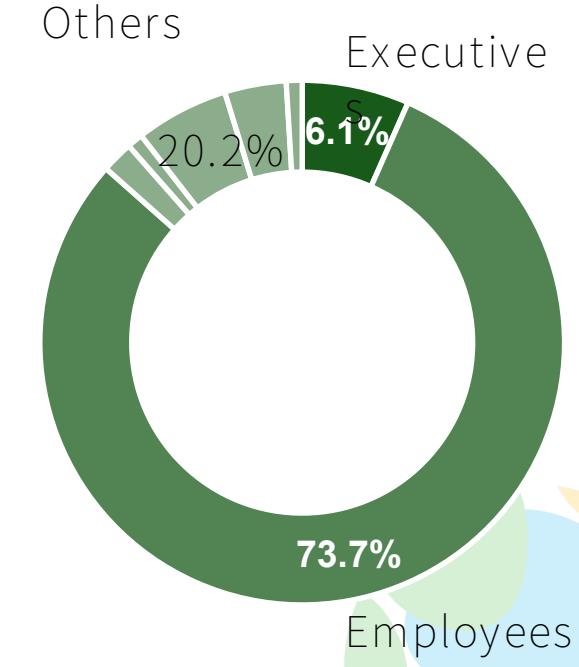
- Pay-as-you-go pricing with Minna Denryoku  
→Stable revenue from renewable energy retailing
- Low churn rates of 1% or less for individuals and 3% or less for corporations (FY2024 actual)

## Key figures about UPDATER (1/2)

Number of Employees

Age distribution\*<sub>1</sub>

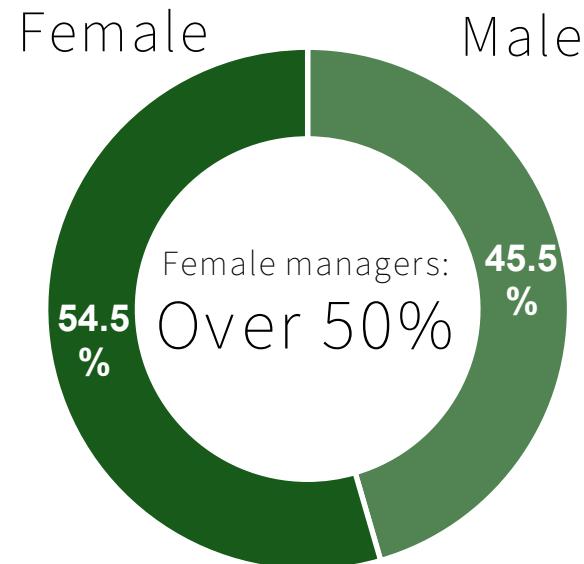
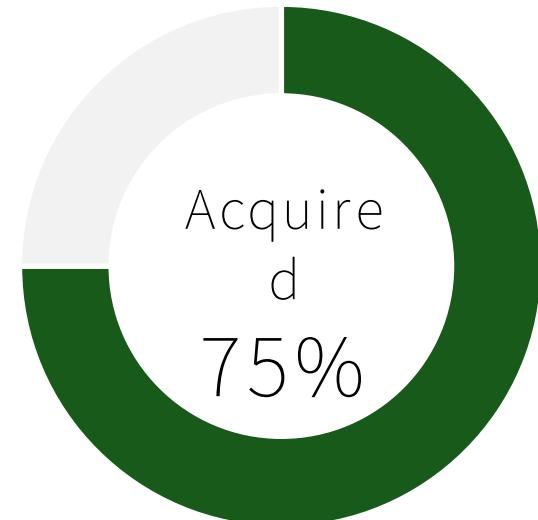
Ratio of employment status



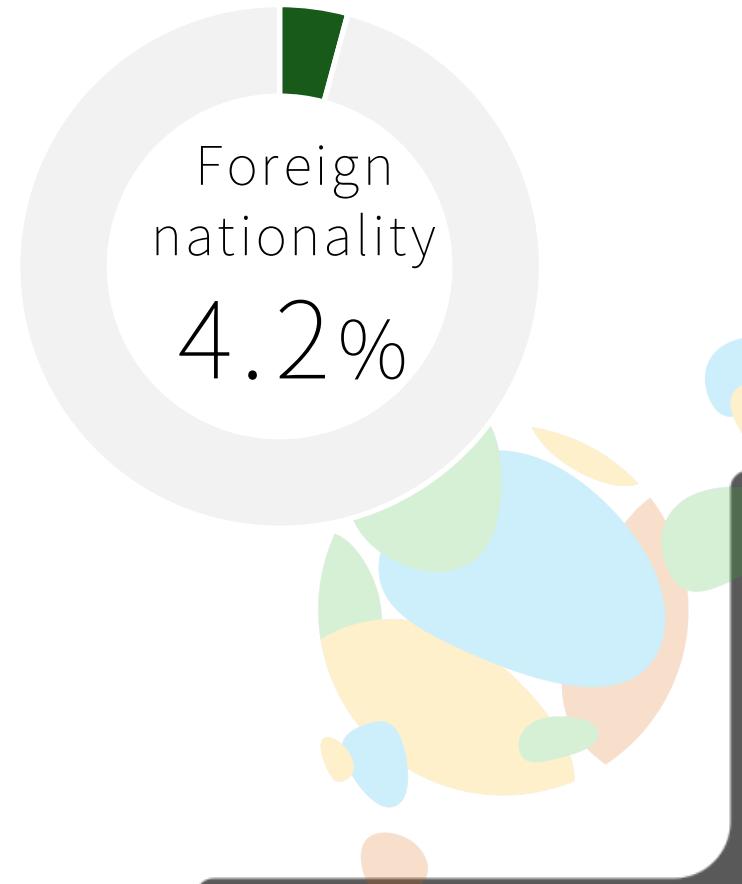
\*1: As of the end of February 2025, excluding directors and temporary employees.

## Key figures about UPDATER(2/2)

Male-to-female ratio among managers

Male parental leave uptake rate\*<sub>1</sub>

Share of non-Japanese employees



\*1: Total as of the end of February 2025

# Evaluation System UPDATER's CORE

A common evaluation indicator for all employees that you will acquire as an UPDATER employee.

01 Create Inspiration

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02 Be supportive

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03 Practice Integrity

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04 Challenge

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05 Resilient Flexibility

---

06 Ownership

---

07 Think Big

---

08 Long-term Perspective

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09 Stakeholder Benefit

---

10 Speed

---

11 Enjoy

---

12 Forgive

---

13 Harmonize

---

5

# Culture

Culture



To everyone leading change and updating the world

To all of our friends who are updating  
the world

In driving societal change, “academic background”, “age”, or “professional experience”  
are not the deciding factors.

What truly matters are individuals capable of delivering work  
that is both “exciting” and “profitable”.

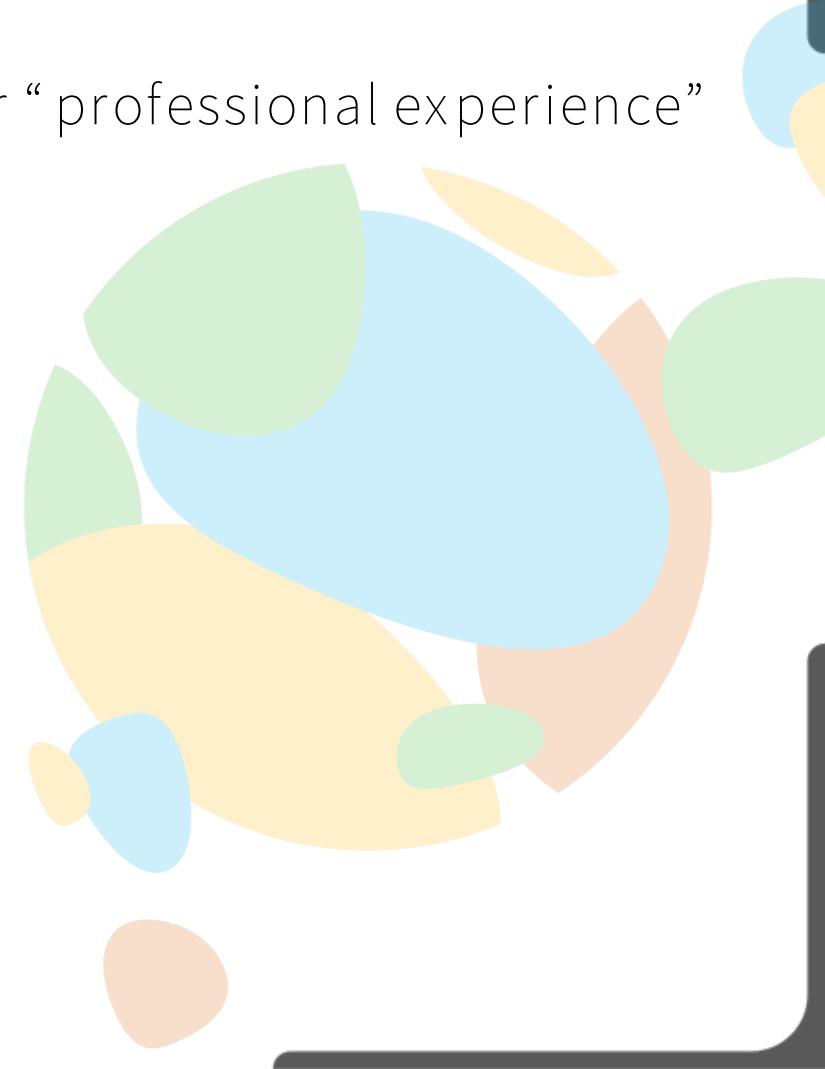
The diversity of UPDATER is not ordinary diversity.

Our founding members were originally a comedian and a folk-singing idol, and the team gathers people from power companies, government agencies, consultants, researchers, the beauty industry, artists, and more — without regard to nationality, race, age, or gender. What connects these members is a strong desire to “update society”, and a unique yet simple behavioral principle called the “UPDATER Two Principles”: a commitment to work that is “exciting” and “profitable”.

Words like SDGs and sustainability are walking around like fashion trends. “Greenwashing” and “performative sustainability” are widely spreading. Underlying these are human desires, egos, and strange rules.

That is why we create bold products and services that “excite everyone” in the world like nowhere else, solve social issues, and change the future. And we make sure to be properly evaluated by “everyone” and “profitable” so that it becomes sustainable.

It may be a very gritty, persistent effort filled with sweat and tears, but we believe true social problem solving lies beyond that. Let’s create work together that is “Exciting” and “Profitable”, and update the world and society in a bold way!



# What we value

## Environment



### A non-hierarchical and inclusive environment

Regardless of job roles, all employees engage on a flat hierarchy to update social business, working in an environment where they can easily communicate with management. This close access to leadership enables a fast-paced work style with quick decision-making and agile execution.

## Company-internal system



### A system embodying the spirit of coexistence and mutual prosperity

Design of internal systems, including an evaluation system based on UPDATER's core principles, that fosters a spirit of coexistence and mutual prosperity. These systems aim to create enjoyment and inspiration, be supportive and harmonize within the organization.

## Activity



### Unique activities

A wealth of unique activities, such as activities to conserve and nurture forests in Japan with the aim of preserving the beautiful earth for the future, club activities, and a handball tournament to promote communication within and outside the company.

# Basic information on human resources systems

01

## Working Environment

Flextime / Work from home is allowed  
/Many meeting rooms and meeting space /  
Secondary jobs is allowed /Can bring children to work



02

## Vacation

Five-day workweek with two full days off/ Saturdays, Sundays, and national holidays off/Paid vacations (10 days granted upon employment)  
/Summer vacation



03

## Benefits and Programs

Health insurance union/Social security is covered  
Ethical snacks and drinks provided  
Massage system

# Benefits

## Employees can bring their children to work

Children are encouraged to interact with other children and employees. We also hold “Children's Visiting Day” to introduce our business to employees' children.



## Family doctor

Once a month, employees can consult with their family doctor about their health and concerns free of charge.



## Vaccination

Influenza vaccinations are available free of charge.  
\*Not applicable to temporary employees and outsourcing members.



## Neighborhood housing allowance

Rent subsidies are provided for those who live in the Sangenjaya area.



## Thank you award

Employees send Thank Yous to each other! The person who receives the most Thank Yous is awarded and receives 39,000 yen as a gift.



## Ethical sweets “Office Totoya”

Employees can buy ethical and zero-waste confectionery service (Office Totoya).



## Free Drink Bar

8 types of drinks with their place of origin are available for unlimited consumption.



## On-site massage in the office

Once a month, we have a system where you can relax with a head massage or massage.



01

## Mirai forest (Future forest) maintenance activities

In cooperation with the NPO Ecola Club and KURIMOKU Corporation, we conduct activities twice a year to learn about forests and contribute to the future of the earth through forest maintenance.



02

## Snack revival day

This is a monthly event where several members selected by lottery can talk over drinks in the evening at a snack bar with Oishi, the representative of UPDATER.



03

## For real! Club activities

UPDATER has club activities! Mountain climbing club, curry club, photography club...everyone takes it seriously!



# Commitment to DEI

## What is DEI?

A that all individuals are treated fairly and are fully included. concept and practice that respects diversity within organizations and society, aiming to ensure

Diversity

Inclusion

Equity

## Challenges in the disabled workforce

- 1. Less than 10% of people with disabilities are part of the workforce.**
- 2. Among individuals with mental disabilities, only 60% remain employed after six months, and less than 50% after one year.**
- 3. 75% of people with disabilities are employed by large corporations with over 10,000 employees.**

## What we aim for as UPDATER

- We aim to empower individuals to achieve self-sufficiency, even after leaving UPDATER, by equipping them with practical skills in business, operations, and life that lead to stable employment and income.
- By creating best practices within UPDATER and sharing the outcomes publicly, we contribute to expanding employment opportunities for people with disabilities across Japan.

Measures

01

Recruitment

Since 2024, we have been continuously hiring one new team member each year.

Measures

02

Training

A one-year onboarding and training program is offered to all new hires, supported by comprehensive preparation manuals, ensuring a smooth and stress-free transition into the workplace.

## Events related to SDGs/ESGs

01

### Events to visit the local community including power plant tours.

In addition to tours of the power plants from which Minna Denryoku procures electricity, we provide opportunities to connect with the people who produce energy and learn local issues by visiting the sites and meeting the local people.



02

### Collaboration with artists

Creating artworks and projects together with artists to create value that will lead to social updates. Together, we envision an exciting future for everyone with free ideas and creative power.

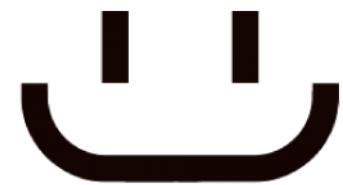


03

### Children's visiting day

Children's visiting day is held for children of our company as an opportunity for them to receive career education through their parents' work. It is also an opportunity for interaction including employees' families and partners.





UPDATER, INC.