



Results of Operations

for the Fiscal Year Ended March 2022
(FY3/22)

Welbe, Inc.

Securities Code : 6556

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- 02** — **Full-year consolidated earnings forecast for the fiscal year ending March 2023 and the Mid-term management plan**
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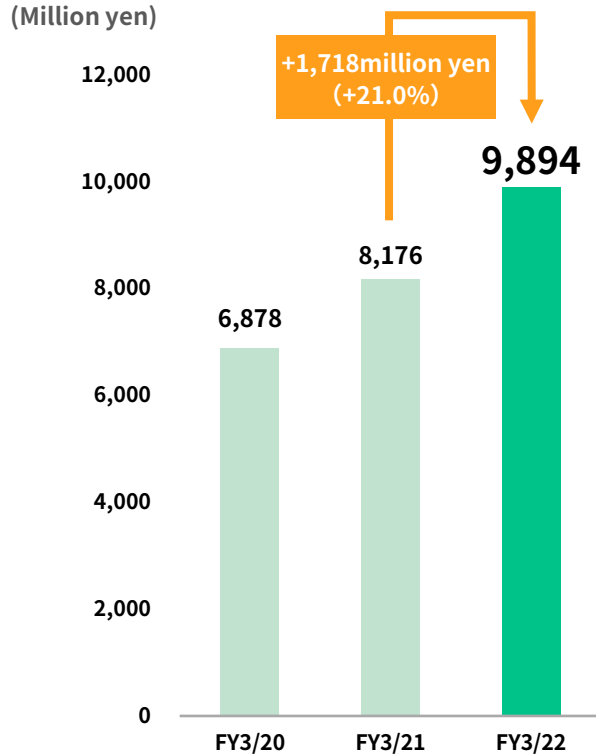
01

Consolidated financial results for the fiscal year ended March 2022



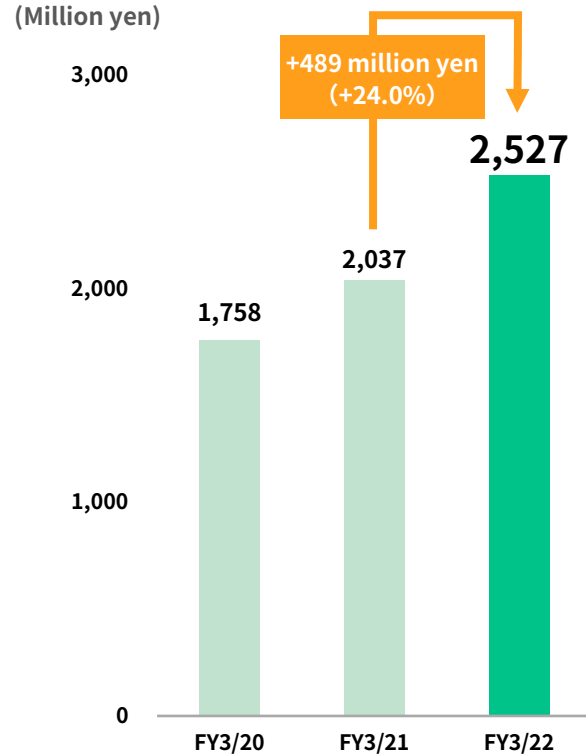
Net sales

11 consecutive years of Net sales growth since establishment



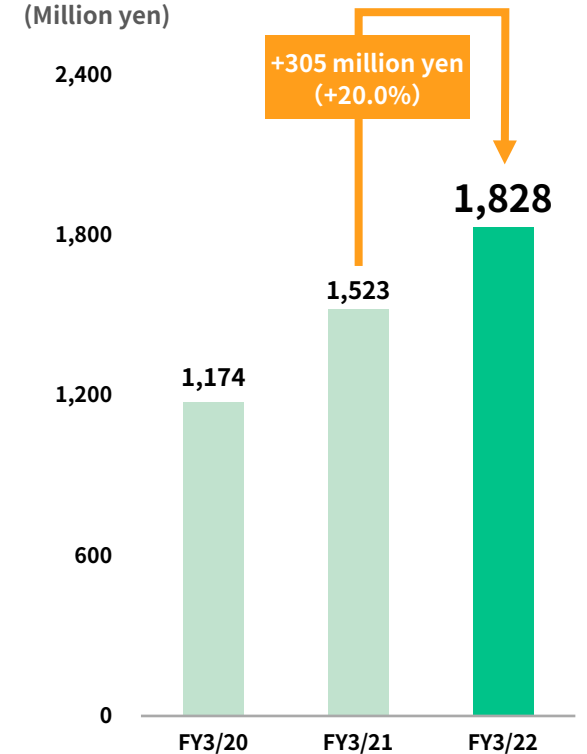
Operating profit

9 consecutive years of Operating Profits growth



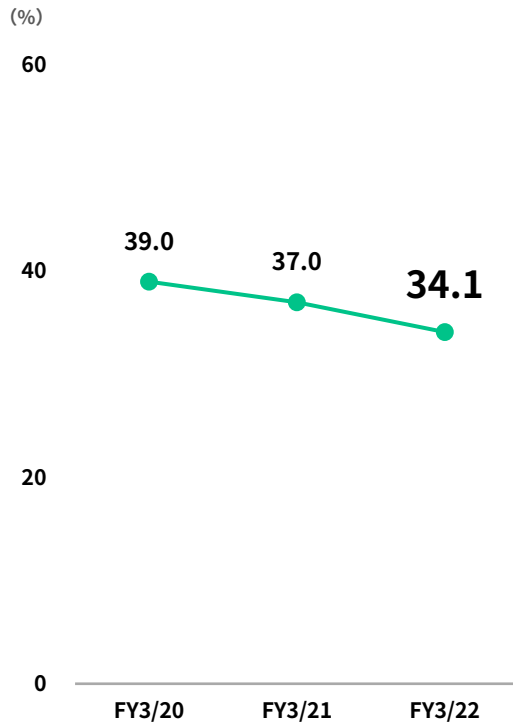
Profit attributable to owners of parent

9 consecutive years of Profits growth



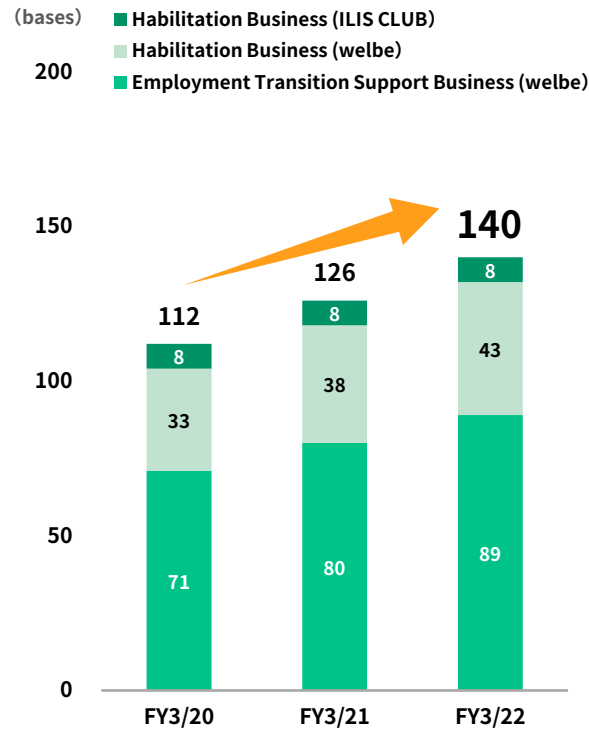
ROE

ROE (return on equity) remains high



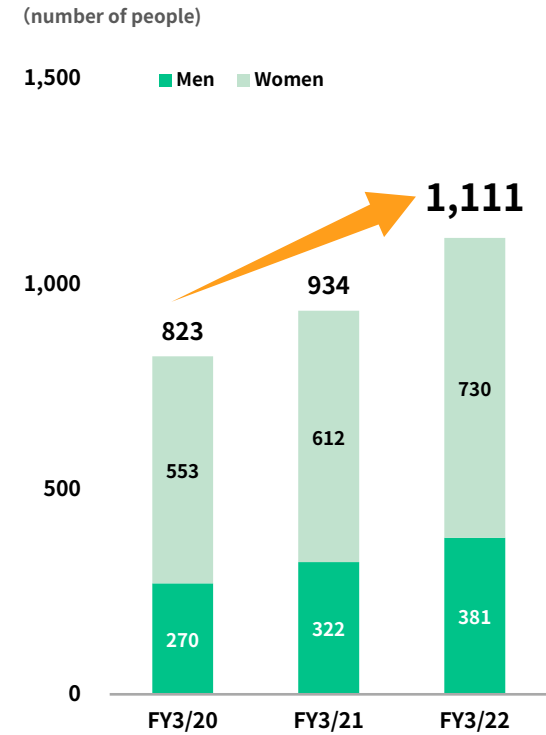
Bases

Steadily increasing operating bases in the Group



Employees

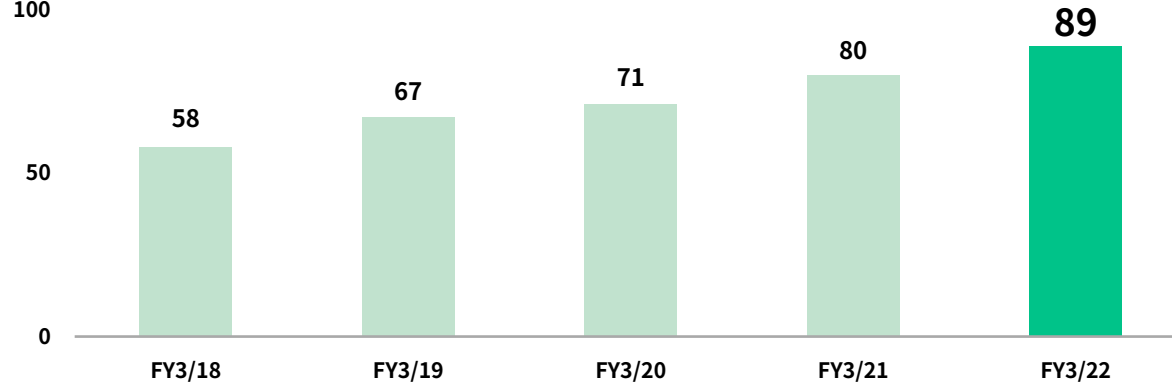
The number of employees increases in proportion to the increase in the number of bases Female ratio of 65.7%



Employment Transition Support Business

(bases)

100

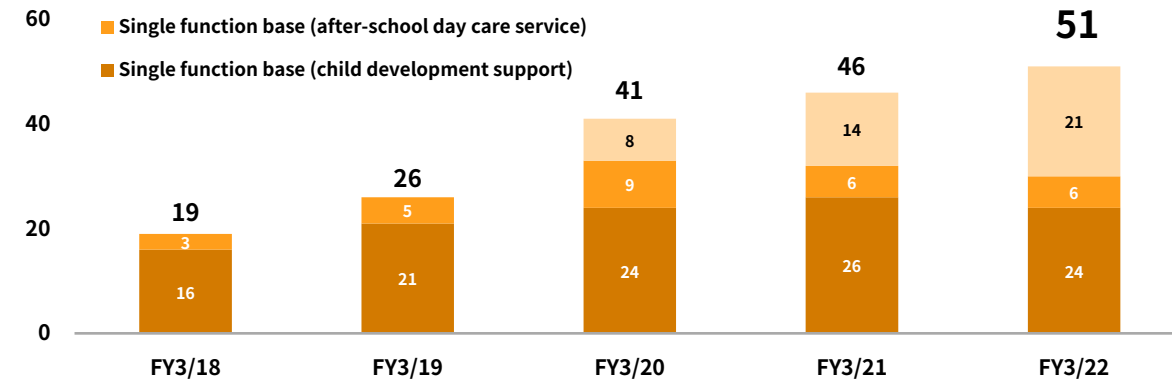


YTD
+9 bases

Habilitation Business

(bases)

60



YTD
+5 bases

Summary of financial results

(YoY Comparison)

- Both sales and profit increased due to the initiation in 2Q of consolidation of Welbe Healthcare Inc., which engages in the healthcare business, in addition to steady performance of the disability welfare business. High profitability was also maintained.

(Comparison with results forecast)

- Operating profit: Earlier recruiting of support staff for preparation for the next facility opening. Increase in personal expenses more than the first assumption.
- Ordinary profit: Increase in non-operating income due to receipt of subsidies for employment adjustment, etc.
- Profit: Posting of loss on the valuation of investment securities of 122 million yen as extraordinary loss.

(Million yen)

	FY3/21		FY3/22		YoY change	FY3/22	Progress
	Results	Ratio to net sales	Results	Ratio to net sales		Forecast	
Net sales	8,176	-	9,894	-	+1,718 (+21.0%)	9,551	103.6%
Operating profit	2,037	24.9%	2,527	25.5%	+489 (+24.0%)	2,658	95.1%
Ordinary profit	2,104	25.7%	2,659	26.9%	+555 (+26.4%)	2,659	100.0%
Profit attributable to owners of parent	1,523	18.6%	1,828	18.5%	+305 (+20.0%)	1,910	95.7%

Changes to reportable segments

Health care business, a new business, has been added to the existing disability welfare business, resulting in two reportable segments in total.

Previous reportable segment

Disability welfare business

- Employment Transition Support Business
- Habilitation Business



Welbe, Inc.



ILIS Inc.



Welbe Healthcare Inc.



New reportable segments

FY3/22 2Q -

Disability welfare business

- Employment Transition Support Business
- Habilitation Business



Welbe, Inc.



ILIS Inc.

Healthcare business

- Sales of 5-aminolevulinic acid acid (5-ALA) product



Welbe Healthcare Inc.

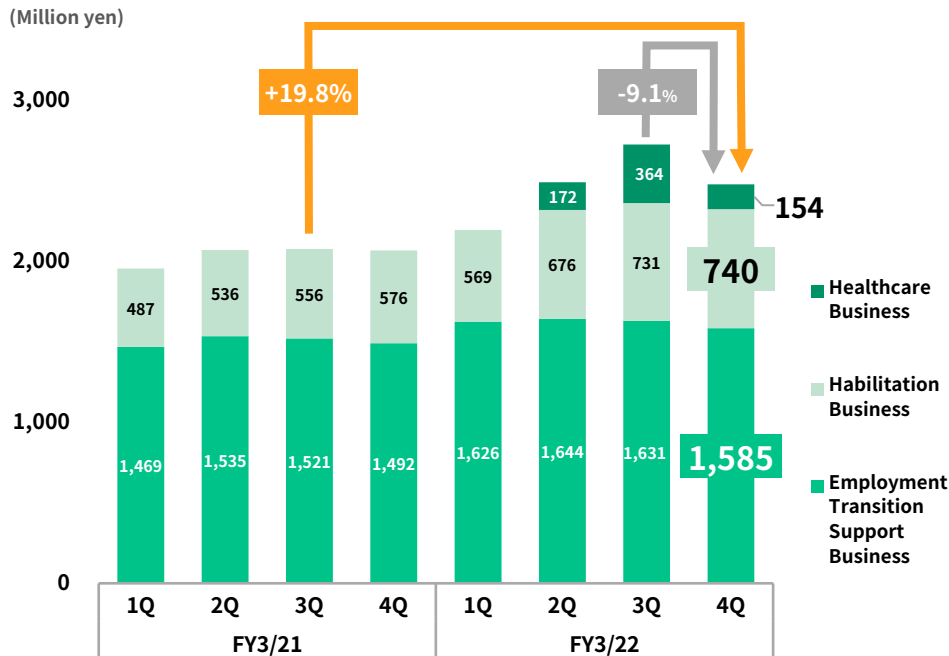
Quarterly comparisons

Net sales and operating profit increased significantly from the 2Q of FY3/22 due to steady growth in the disability welfare business and the steady launch of the healthcare business.

Net sales

(YoY) Increase in net sales attributed to an increase in the number of users and unit price in the disability welfare business and the launch of the healthcare business

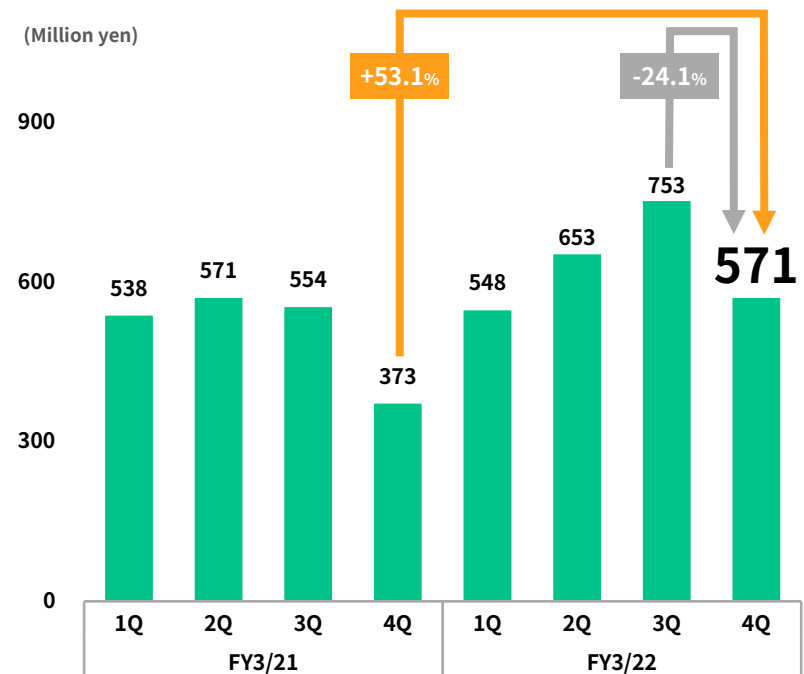
(QoQ) Decline in net sales due to fewer business days in the disability welfare business. Decline in net sales due to decreased BtoB sales in the healthcare business



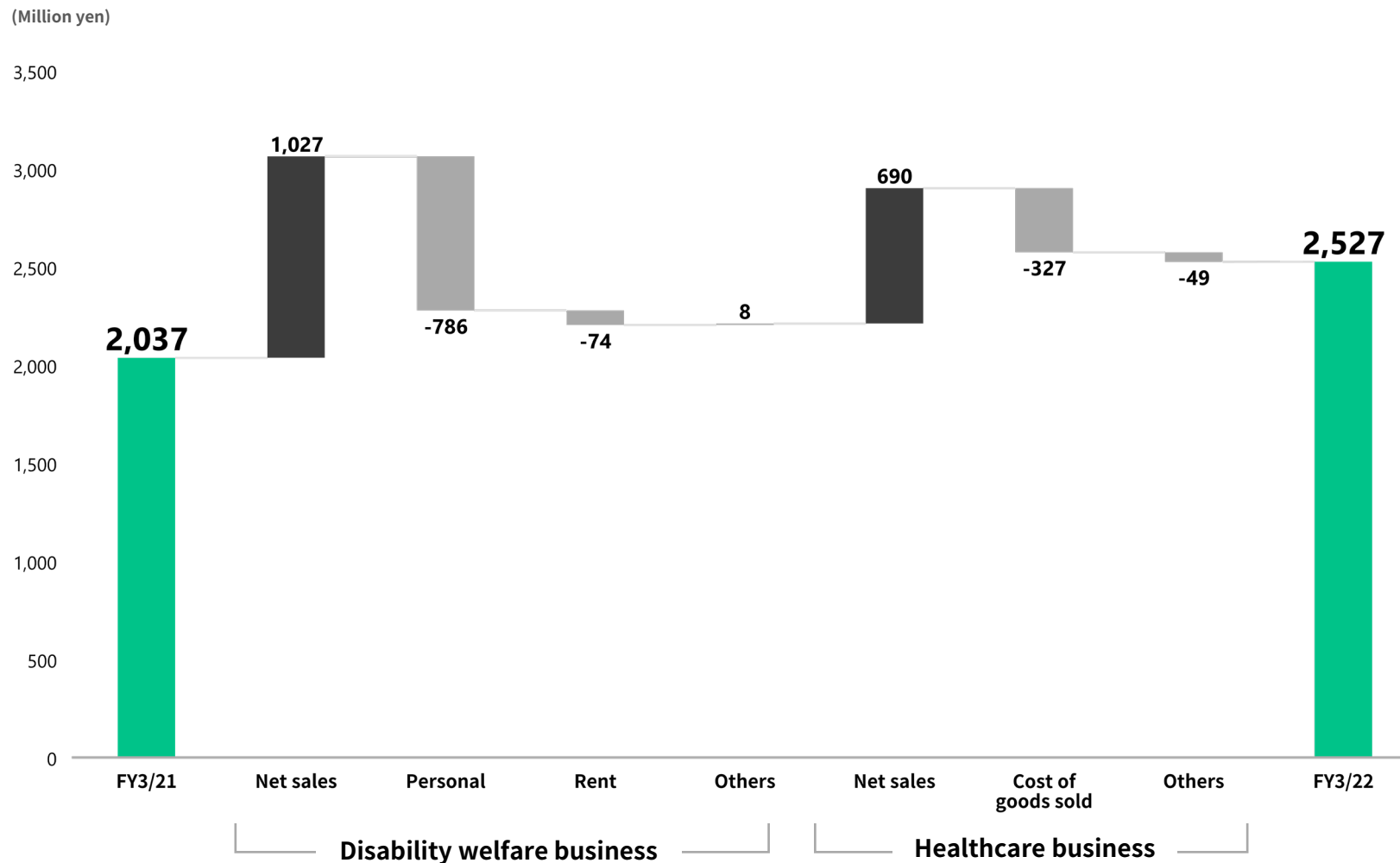
Operating profit

(YoY) Increase in profit that resulted from the increase in net sales

(QoQ) Profit declined on decreased net sales



Analysis of change in operating profit



* Each one of the above values in the analysis of change in operating profit is the sum of the cost of sales and selling, general and administrative expenses.

Summary of the disability welfare business

Net sales from both the employment transition support business and the habilitation business increased due to an increase in the number of users and the unit price.

Profit in the segment increased due to the increase in sales, offsetting an increase in personnel expenses and rent.

(Million yen)

	FY3/21	FY3/22	YoY change	FY3/22	Progress
				Forecast	
Net sales	8,176	9,203	+1,027 (+12.6%)	9,144	100.6%
Employment Transition Support Business	6,018	6,486	+467 (+7.8%)	6,756	96.0%
Habilitation Business	2,157	2,717	+559 (+25.9%)	2,387	113.8%
Segment profit	2,037	2,220	+182 (+9.0%)	2,446	90.8%
Segment profit ratio	24.9%	24.1%	-0.8%	26.8%	—

Major factors for the changes

■ Employment Transition Support Business

- Increase in the number of users at new bases
- Employee retention record exceeding that of the same period of the previous year
- Increase in unit price due to increase in basic remuneration from April 2021
- The number of users remained lower than assumed due to the failure to assume the spread of COVID-19 infections.

■ Habilitation Business

- Increase in the number of users at new bases
- Unit price increased due to acquisition of new additions (additional pay of special support and additional pay of individual support).
- Increase in the number of users of child development support services with high unit price increased at bases operated by ILIS Inc.

Number of bases

Employment transition support business: **89** bases

YTD: +9/ Initial opening plan: 10 bases

Habilitation business: **51** bases

YTD: +5 / Initial opening plan: 4 bases

Summary of the healthcare business

Release of 5-ALA product in the 2Q of FY3/22. Smooth start contributes to increase in consolidated net sales and operating profit.

	(Million yen)		
	FY3/22	FY3/22	Progress
	Results	Forecast	
Net sales	690	407	169.7%
Segment profit	314	212	148.3%

Major factors for the changes

■ Good performance in sales of supplements

Research results regarding the 5-ALA COVID-19 virus were published.

Those supported the good performance in sales, against the situation that is hard to expect resolution of the pandemic.

- An article regarding infection inhibiting effects on variants written by Nagasaki University and NPJ was posted in the "Tropical Medicine and Health" (January 11, 2022).
- An article regarding the tendency for an improvement in after-effect symptoms written by the University of Tokyo and NPJ was posted in the "ALA-Porphyrin Science" (March 29, 2022).

What is 5-aminolevulinic acid (5-ALA)?

5-ALA is a natural amino acid as the source of energy production in animals and photosynthesis in plants. Fukuroi Factory of Neopharma Japan has its unique fermentation method. It is the only facility in the world that is capable of mass-producing 5-ALA. In addition, 5-ALA produced with this unique fermentation method is the only 5-ALA that is approved as a food material in Japan.



■ 5-ALA ingredient



■ Fukuroi Factory of Neopharma Japan Co., Ltd. (Shizuoka)

* For details, see "Effects and mechanisms of 5-ALA" on page 16.

Current assets increased due to the launch of the healthcare business. Equity ratio declined due to an increase in loans and bonds, but a level above 50% was maintained. No additional loans related to the healthcare business are scheduled in the fiscal year ending March 2023 onward. The merchandise inventory will be decreased up to an appropriate level.

(Million yen)

	End of FY3/21	End of FY3/22	YTD
Current assets	4,080	9,658	+5,578
Cash and deposits	2,601	2,845	+243
Merchandise	-	1,869	+1,869
Advance payments to suppliers	-	1,127	+1,127
Loans receivable	-	1,700	+1,700
Non-current assets	1,392	1,585	+192
Total assets	5,473	11,244	+5,770
Current liabilities	678	1,493	+815
Non-current liabilities	44	3,751	+3,707
Total liabilities	723	5,245	+4,522
Loans and bonds	73	4,374	+4,301
Total net assets	4,750	5,998	+1,248
Equity ratio	86.8%	53.3%	-33.5pt

Major factors for the changes

- **Merchandise (+1,869)**
 - Acquisition of 5-ALA product from Neopharma Japan Co., Ltd. (NPJ)
- **Advance payments (+1,127)**
 - Contract manufacturing costs of merchandises (supplements) for NPJ
- **Loans receivable (+1,700)**
 - Loan to NPJ.: Land and buildings at Fukuroi Plant mortgaged
- **Equity ratio (-33.5pt)**
 - Decreased due to increase in loans and bonds

Cash flows

Free cash flows resulted in a large negative value because cash flows created from disability welfare business were diverted to investment in the healthcare business. We have a policy of decreasing investments related to the healthcare business from the fiscal year ending March 2023.

(Million yen)

	FY3/21	FY3/22	YoY change
	Full year	Full year	
Cash flows from operating activities	1,375	-1,225	-2,600
Cash flows from investing activities	-415	-2,278	-1,863
Free cash flows	960	-3,503	-4,464
Cash flows from financing activities	-394	3,724	+4,119

02

Full-year consolidated earnings forecast for the fiscal year ending March 2023 and the Mid-term management plan



Full-year earnings forecast and the Mid-term management plan

- Sales in the fiscal year ending March 2023 are expected to expand steadily. Operating profit is forecast to remain at the same level as the previous year. Ordinary profit is forecast to decrease because non-operating incomes including subsidies for employment adjustment are not expected.
- Medium-term management plan: Medium-term net sales and operating profits are scheduled to be 14.3 billion yen and 3.2 billion yen, respectively, by making the disability welfare business on a growth path.

(Million yen)

	FY3/22	FY3/23	FY3/24	FY3/25
	Results	Forecast	Plan	Plan
Net sales (YoY change)	9,894	11,486 (+1,592,+16%)	12,904 (+1,418,+12%)	14,327 (+1,422,+11%)
Operating profit (YoY change)	2,527	2,529 (+2,+0%)	2,748 (+219,+9%)	3,208 (+460,+17%)
Ordinary profit (YoY change)	2,659	2,586 (-73,-3%)	2,730 (+144,+6%)	3,190 (+460,+17%)
Profit attributable to owners of parent (YoY change)	1,828	1,856 (+28,+2%)	1,970 (+114,+6%)	2,310 (+340,+17%)

Disability welfare business: Full-year earnings forecast and medium-term management plan

- In the year ending March 2023, profit is expected to decrease, focusing on earlier facility opening, an increase in opening facilities, and structural enhancement, though net sales are expected to increase with a steady increase in the number of users. We will build an organization, aiming to accelerate our business.
- Medium-term management plan: We will accelerate increase in the number of facilities. Getting back onto a growth path while responding to the increased costs for enhancing a strong organizational foundation that supports active facility opening and multi-facility operation.

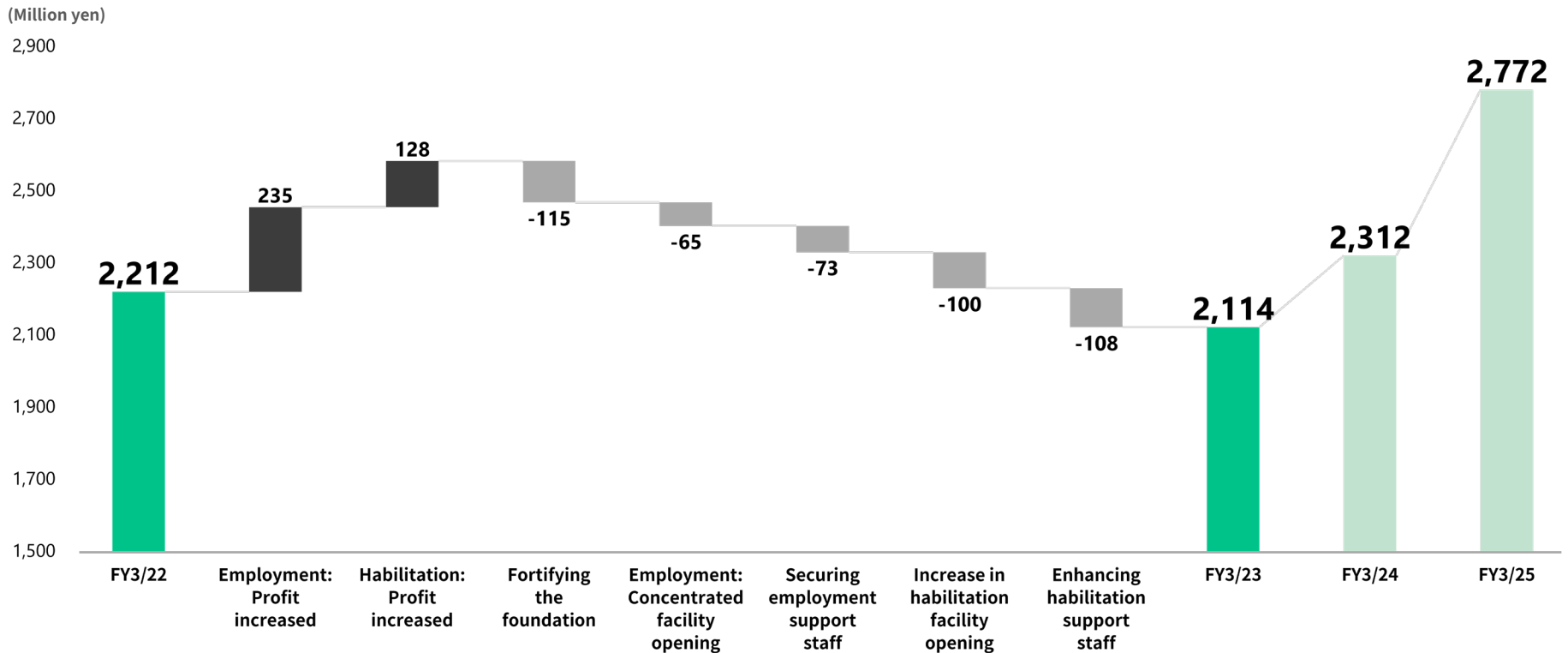
(Million yen)

		FY3/22	FY3/23	FY3/24	FY3/25
		Results	Forecast	Plan	Plan
Net sales (YoY change)		9,203	10,478 (+1,275,+14%)	11,836 (+1,358,+13%)	13,258 (+1,422,+12%)
	Employment Transition Support Business	6,486	7,337 (+851,+13%)	8,224 (+887,+12%)	8,989 (+764,+9%)
	Habilitation Business	2,717	3,140 (+423,+16%)	3,611 (+470,+15%)	4,269 (+657,+18%)
Segment profit (YoY change)		2,212	2,114 (-98, -4%)	2,312 (+198,+9%)	2,772 (+460,+20%)
Facility openings (plan)	Employment Transition Support Business	9	11	13	15
	Habilitation Business	5	9	10	10

※ The decrease of 8 million yen in "Matters regarding segment difference adjustment" described in the Summary of Financial Results (segment information, etc.) is included in Segment profit in the disability welfare business for the sake of simplicity.

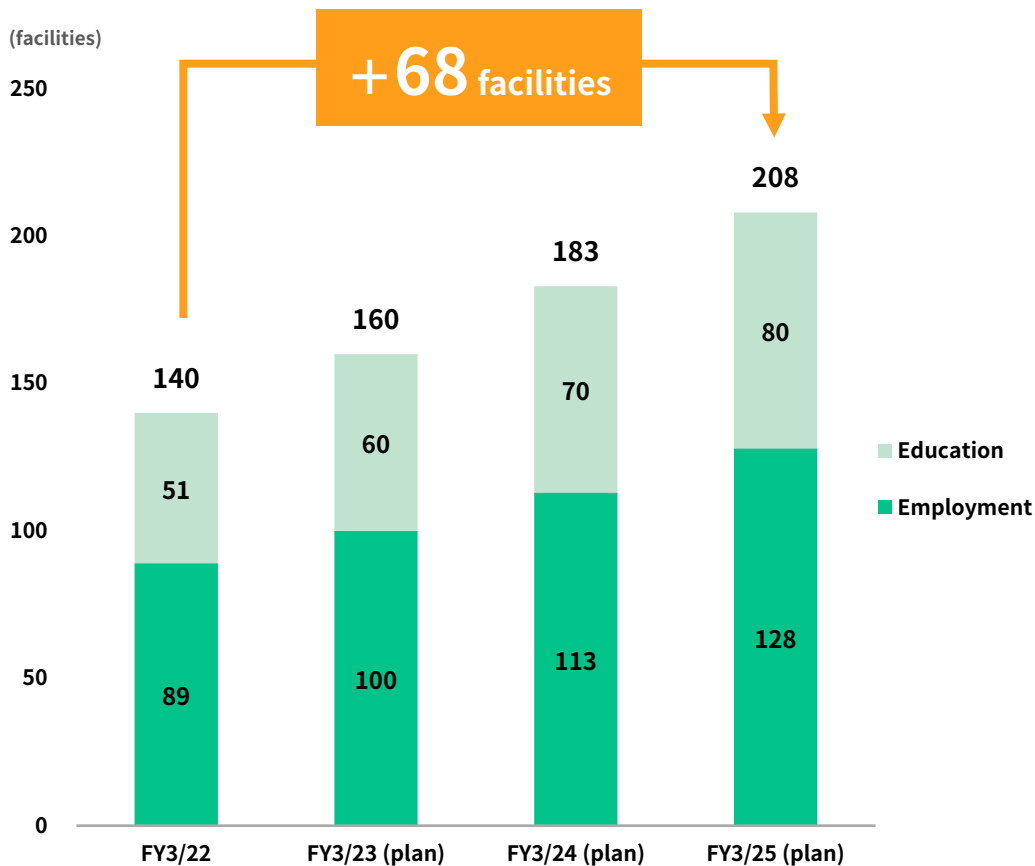
Disability welfare business: Full-year earnings forecast and medium-term management plan - Analysis of change in profit -

- **Headquarters:** Costs for enhancing the organizational foundation (personnel expenses at headquarters, increase in the number of management staff at business division, increase in space at headquarters, etc.) -115 million yen
- **Employment:** Impact of concentrated facility opening in the first half -65 million yen, Securing support staff for opening facilities in the next fiscal year -73 million yen
- **Habilitation:** Impact of increase in the number of opened facilities -100 million yen, Enhancement of support staff along with increase in the number of users -108 million yen



Disability welfare business: Business strategy - facility development -

Over 20 facilities are scheduled to be opened per fiscal year during the period of the medium-term management plan. Building a strong organizational foundation that supports active facility opening and multi-facility operation. While assuming organic facility opening, we will actively consider M&A with the companies running the same business.

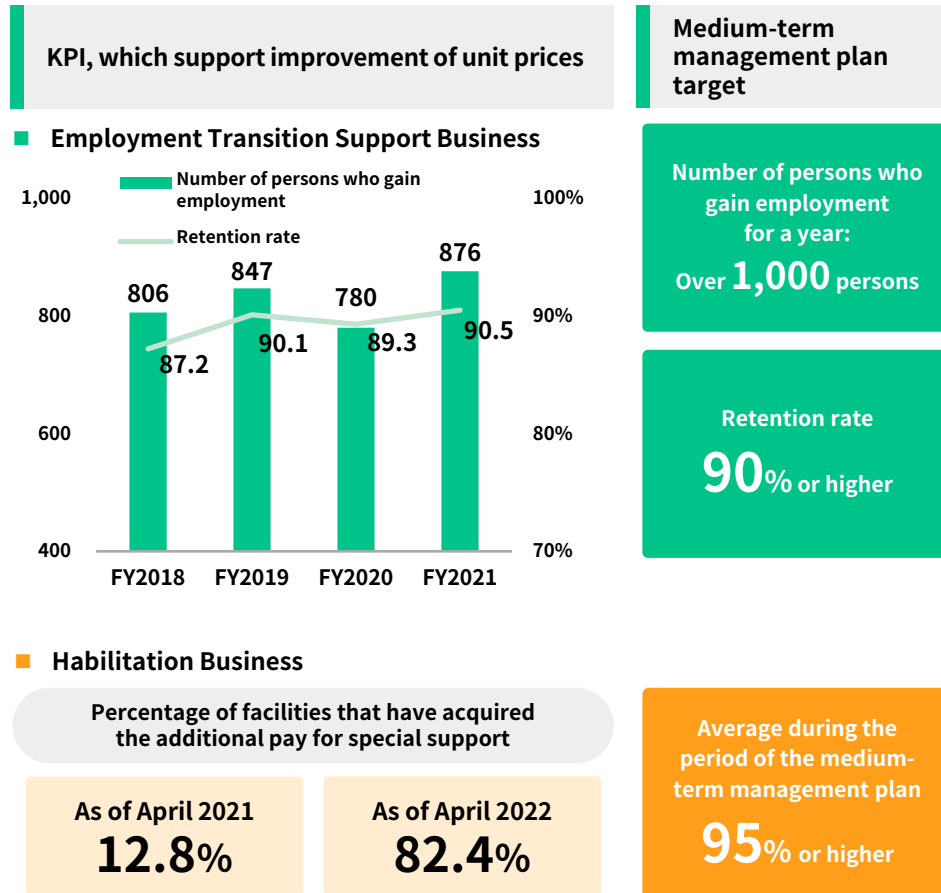


Measures

- Enhancement of headquarters features**
 To accelerate facility opening, increase the number of personnel, mainly recruiting staff and personnel in charge of facility development. Along with the expansion of the headquarters organization, rent a new office near the headquarters.
- Various marketing**
 Judge to post TV CM while checking the cost efficiency. Also prepare to post short videos (such as Tiktok) as a new medium.
- Introduction of office management system per region (employment transition support business unit)**
 Promote the management system for each region by separating Japan into five regions (East Japan, Kanto, Chubu, Keihanshin, and West Japan). Clarify responsibilities and privileges and accelerate decision making.
- Securing support staff before opening a facility**
 Secure support staff earlier than when a facility is opened. Start sales to related organizations before the facility is opened, aiming for early acquisition of users.

Disability welfare business: Business strategy - Service maintenance and improvement, program development that meets prevailing needs -

Service maintenance and improvement lead to high unit prices. Work to achieve high-level KPIs. Develop programs that meet prevailing needs. Strive to be an attractive office, which is selected by users.



Measures

Employment Transition Support Business

- Improving the number of persons who gain employment and maintaining the retention rate
The basic compensation changes depending on the employment retention rate. The KPIs for acquiring high compensations are the number of persons who gain employment and the retention rate after employment. Aim for more than 1,000 persons gaining employment for a year and a retention rate exceeding 90% in the medium-term management plan.
- Enhancing the IT learning program
Introduce WIT (Welbe IT Training) to meet diversified work-styles such as remote work and the increasing needs of companies seeking workers who have IT skills.

Measures

Habilitation Business

- Striving to acquire specialists
The requirements for specialist assignment became higher with each remuneration revision that takes place every three years. The assignment of specialists such as physical therapists is required to obtain the additional pay following the remuneration revision in April 2021. The medium-term management plan specifies the effort to secure specialists. Promote the nursery teacher qualification acquisition system and enhance the employment of new graduate specialists. Aim to acquire the qualification at almost all offices.
- Enhancing the habilitation programs
Be unique with growth habilitation programs while many are day-care type offices. Also use Springin', the programming app. developed by a company that has a capital alliance with us, as educational material.

Healthcare business: Full-year earnings forecast and medium-term management plan

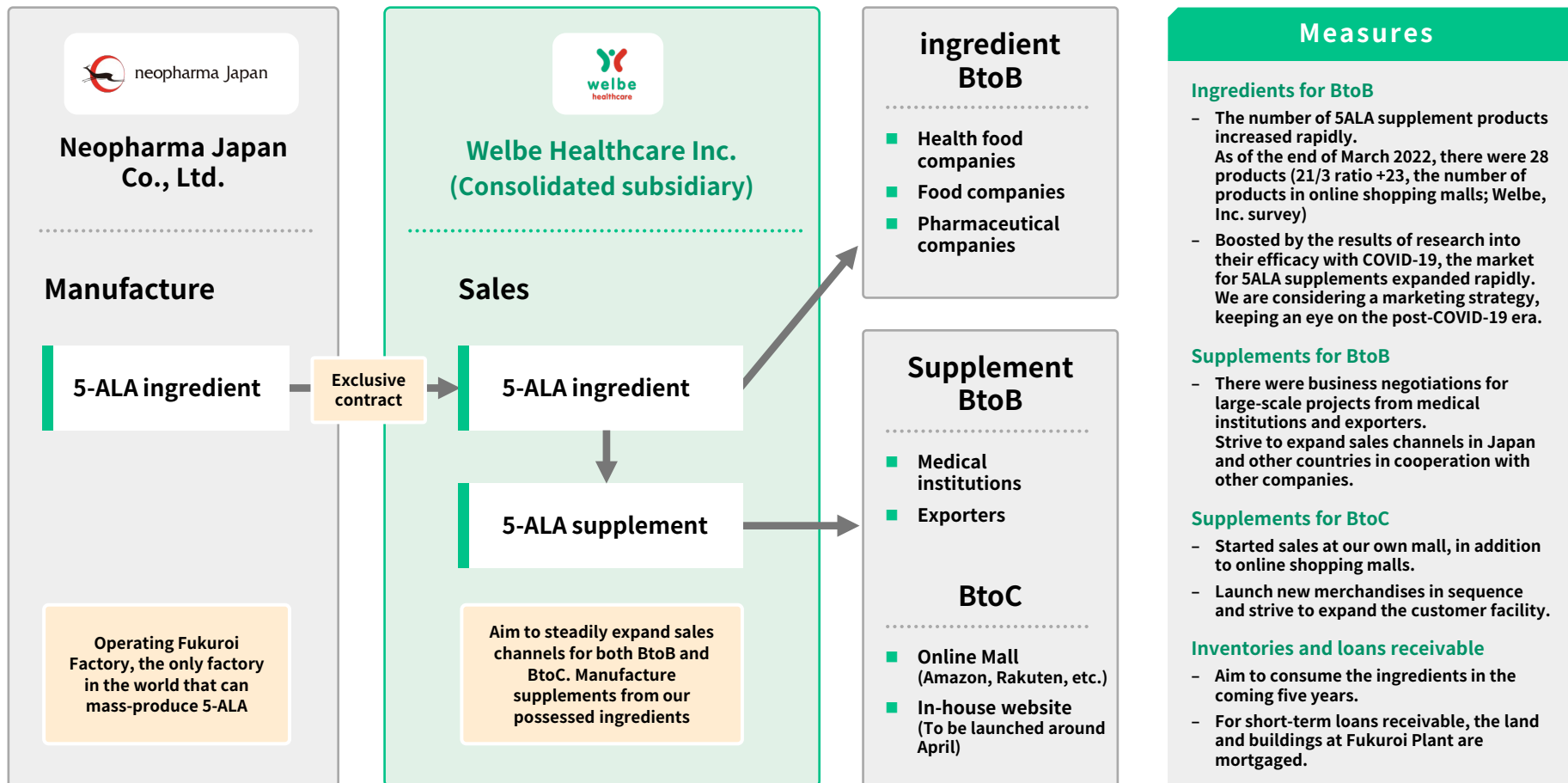
FY3/23 forecast: Net sales and profit are forecast to increase given market expansion in line with improved recognition of the 5-ALA.

Medium-term management plan: While expecting a market expansion, the plan remains conservative.

(Million yen)

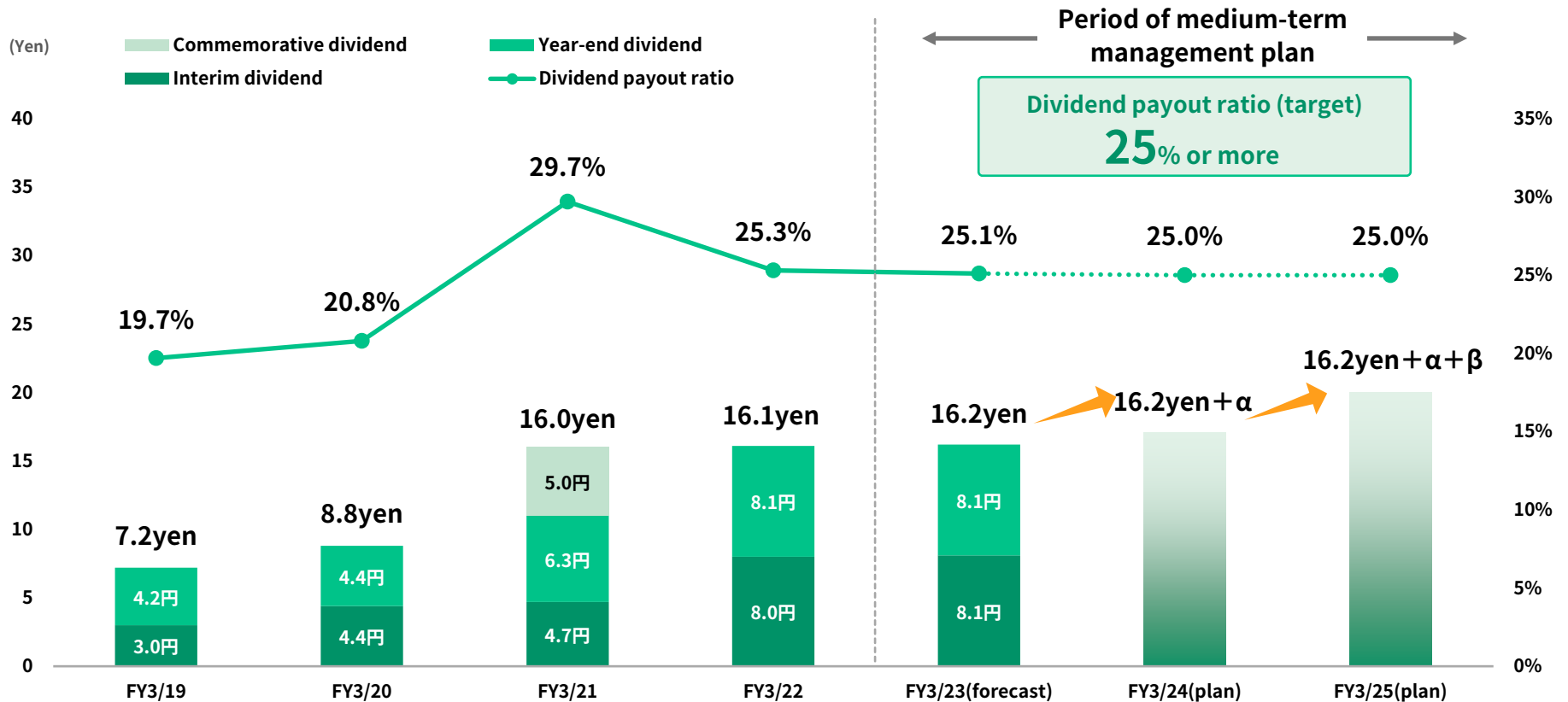
	FY3/22	FY3/23	FY3/24	FY3/25
	Results	Forecast	Plan	Plan
Net sales (YoY change)	690	1,008 (+317,+46%)	1,068 (+59,+6%)	1,068 (+0,+0%)
Segment profit (YoY change)	314	415 (+101,+32%)	436 (+21,+5%)	436 (+0,+0%)

Selling 5-ALA ingredient produced by Neopharma Japan Co., Ltd. (NPJ) as the exclusive agency in Japan. The market is expanding. Aim for a steady expansion in sales channels for both BtoB and BtoC.



Financial policy: Shareholder return

- FY3/23 forecast: The yearly dividend is scheduled to be 16.2 yen with the dividend payout ratio of 25%.
- Medium-term management plan: We will continue our efforts to secure a stable management base over a long period and distribute profits appropriately in accordance with our business performance. We will set a progressive dividend as a basic policy, and consider future rises in the dividend payout ratio from 25% during the period of the medium-term management plan.



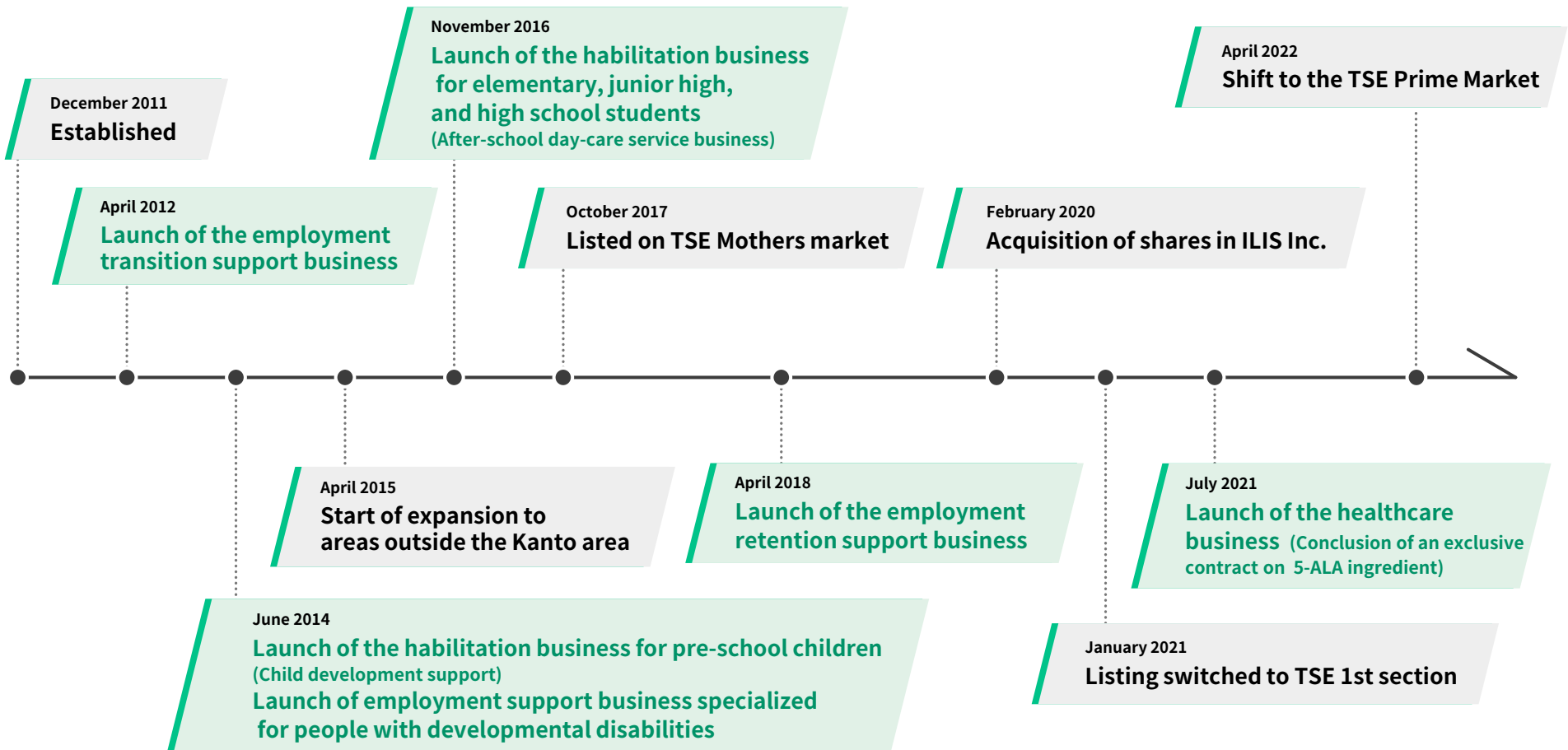
03

Sustainability of the Welbe Group



Our history

For ten years since our establishment, we have been operating the disability welfare business and the healthcare business under the Welbe Corporate Philosophy, which says, "Dedicated to the pursuit of self-fulfillment and happiness for all employees and the creation of a society where everyone can have big dreams."



At the Welbe Group, we believe that retention and development of human resources is directly connected to sustainable development of a business. We make recruited human resources industry-ready and realize their retention by creating detailed, practical business manuals and enhancing educational and training programs.



Initiatives to improve business manuals, which we have continued to take since our establishment

- Monthly updates
- Establishment of the Manual Review Committee
 - Responding to administrative directions and legislative amendments
- Giving a mini test to people working on site (once a year)

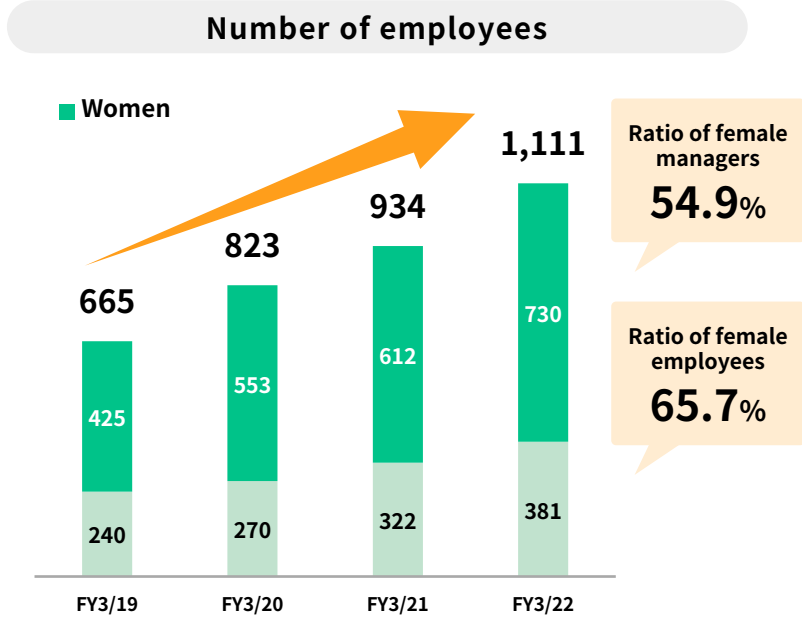
Developing human resources with a wealth of educational and training programs

- A large number of training programs that are specific to job classes (from new employees to managers)
- A wide range of content, including support, sales, and characteristics of disabilities
- The programs are updated as needed in the training project.

The ES Committee builds a comfortable workplace environment.

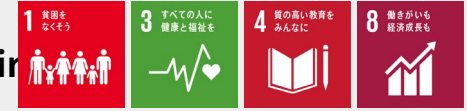
- The committee meets every week.
- Participants are responsible persons from sites and headquarters.
- The committee promotes improvement of on-site operations.

The number of employees has been increasing thanks to our strong capability in recruiting human resources and stable retention. We have built an environment that encourages women to play an active role.



Initiatives to help achieve SDGs: Contributing to society through business activities

With the disability welfare business, we promote creation of employment opportunities for people with disabilities, their employment retention, and their social independence, thus contributing to sustainable development of society including revitalization of local communities. Growth of the business itself is social contribution.



Track record of our contributions to employment and independence of people with disabilities * As of March 31, 2022

- Employment Transition Support Business
 - Number of contractors for our employment transition support service: 2,192 people
 - Employment record for the last one year: 876 people
 - Six-month retention rate for the last one year: 90.5%
 - Employment record since establishment: 5,032 people
- Habilitation Business
 - Number of contractors for our habilitation services: 2,963

Employment of people with disabilities at Welbe * As of March 31, 2022

We employ people with disabilities at our business support center. We delegate clerical jobs, which are generated internally, to this center, so as to secure stable workplace environment.

Percentage of employees with disabilities:

3.1%*



■ Kinshicho center

We understand that prompt decision-making, appropriate business execution, and improvement of soundness and transparency of management are important for sustainable growth of the Welbe Group. We therefore focus our efforts on enhancement of corporate governance.

Directors and executive officers



President
Makoto Ota



Director
Senior Executive
Vice President
Takao Senga



Director
**Hideyuki
Nakazato**



Director
Koichi Itou



External Director
Independent officer
**Shigenobu
Kanba**



Director
Full-time Audit
and Supervisory
Committee member
Eri Watanabe



External Director
Audit and Supervisory
Committee member
/ Independent officer
Yasutoshi Kita



External Director
Audit and Supervisory
Committee member
/ Independent officer
Masafumi Sato

Other constituents of governance structure

■ Compensation Committee

Outside independent officers make up the majority and make disciplined decisions on director compensation.

■ Risk Compliance Committee

This committee meets every three months to ensure the appropriate management of various risks surrounding our businesses.

■ Abuse Prevention Committee

This committee meets every month, in principle, to ensure the safety of users and protection of their human rights.

■ Disaster Countermeasures Committee

This committee meets every three months, in principle, for the purpose of reducing damage from and taking prompt actions against natural disasters, the spread of COVID-19, and other events.

■ Whistleblowing and hotline systems

We have set up an office for accepting reports on acts that violate or may violate work rules and laws. We also have a hotline system for receiving opinions and requests from employees.

- Number of external directors: 3 / Ratio of external directors: 37%
- Number of female officers: 1

04

Reference materials



Disability welfare business

■ Employment Transition Support Business:

Provision of job training, job hunting support, and employment retention support for people with disabilities who want to work

Welbe, Inc.

- 89 bases for employment transition support business
- 70 bases for employment retention support business
- 3 bases for specific consultation support
- 1 self-reliance training (lifestyle training) center
- 3 employment support centers for people with developmental disabilities operated on consignment from Saitama Prefecture
- In addition to the above, we provide services in response to orders received from government agencies.



■ Interior view of a base for the employment transition support business

■ Habilitation Business

- 45 child development support classrooms (habii)
- 25 after-school day care service classrooms (habii plus)
- 4 multifunctional offices (ILIS CLUB)
- 3 specific consultation support offices
- Online classroom for general early childhood education and learning



■ Interior view of the classroom of habii

Healthcare business

Welbe Healthcare Inc.*

- 5-ALA product sales

Disability welfare business

- Welbe, Inc.

Services for individuals



Healthcare business

- Welbe Healthcare Inc.



Adults

School children

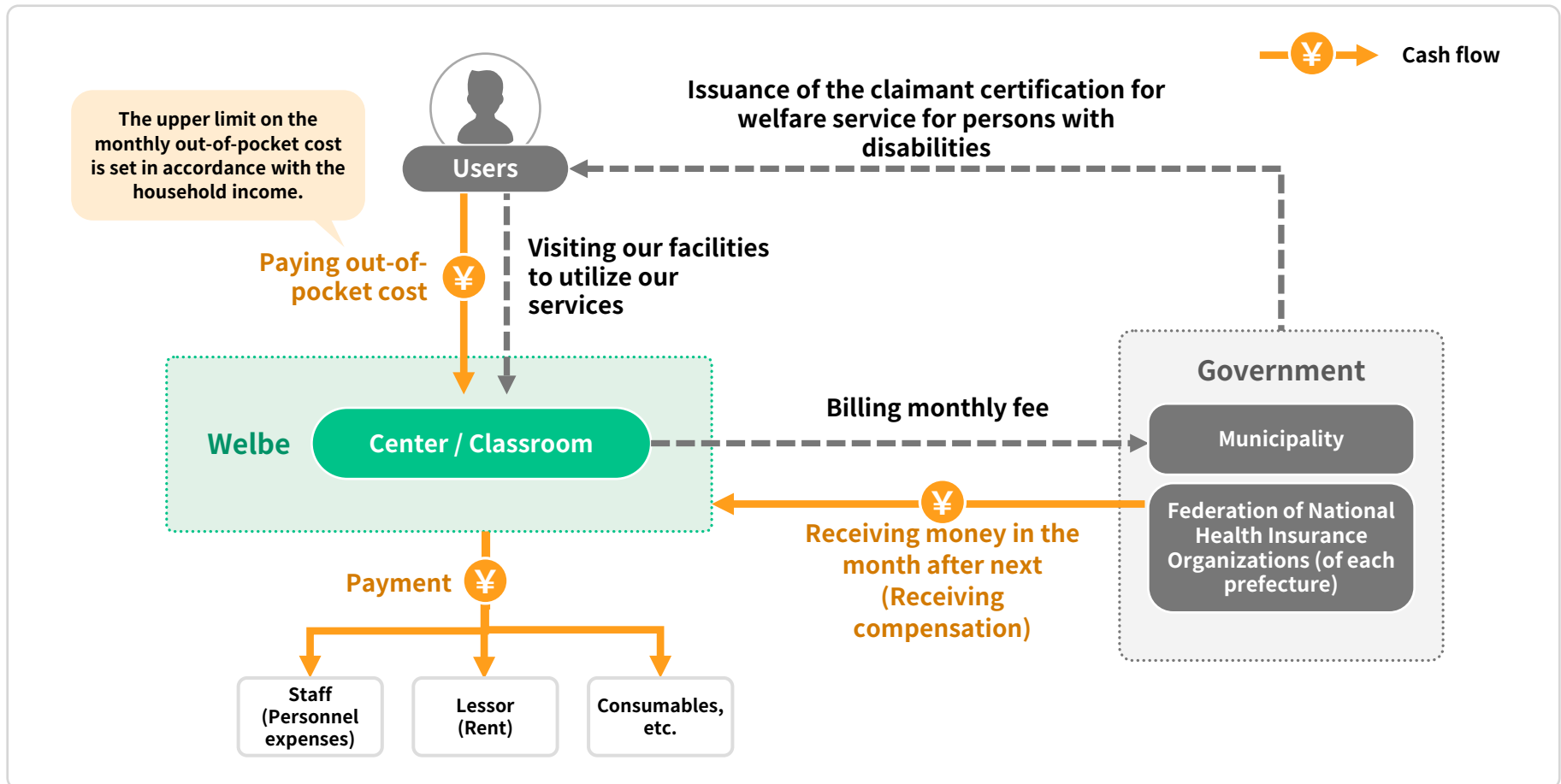
Pre-school children

- Welbe, Inc.

- ILIS Inc.



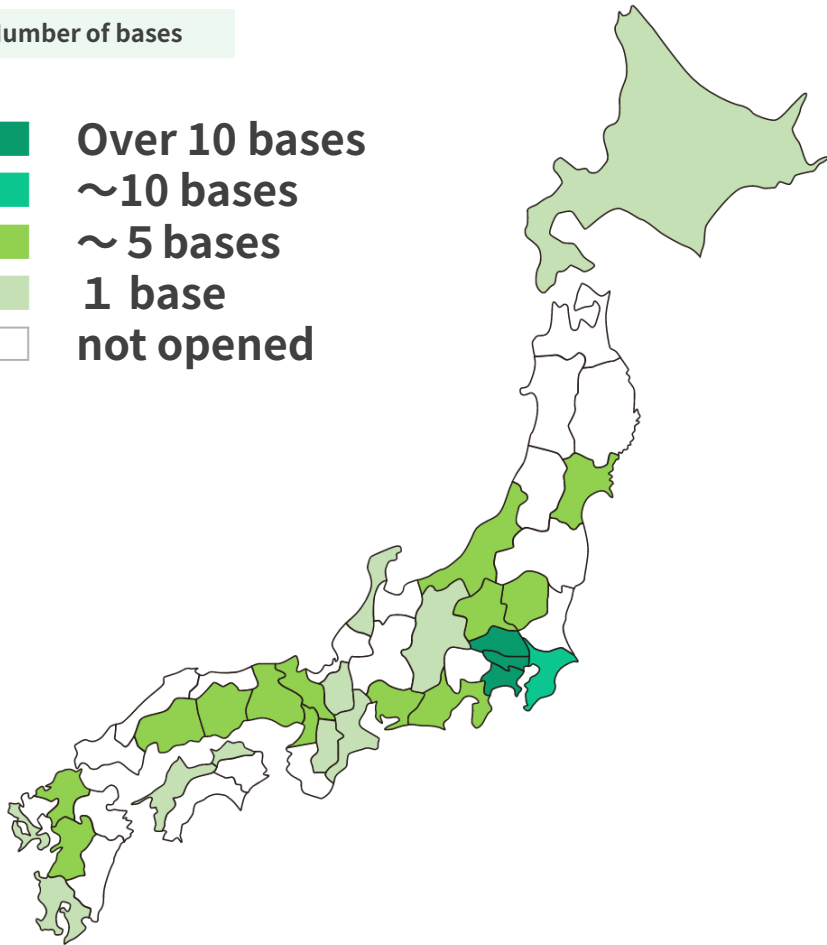
A business model in which we receive compensation from the government and users based on the number of days when they used our services



Number of **welbe** bases **89**

Number of bases

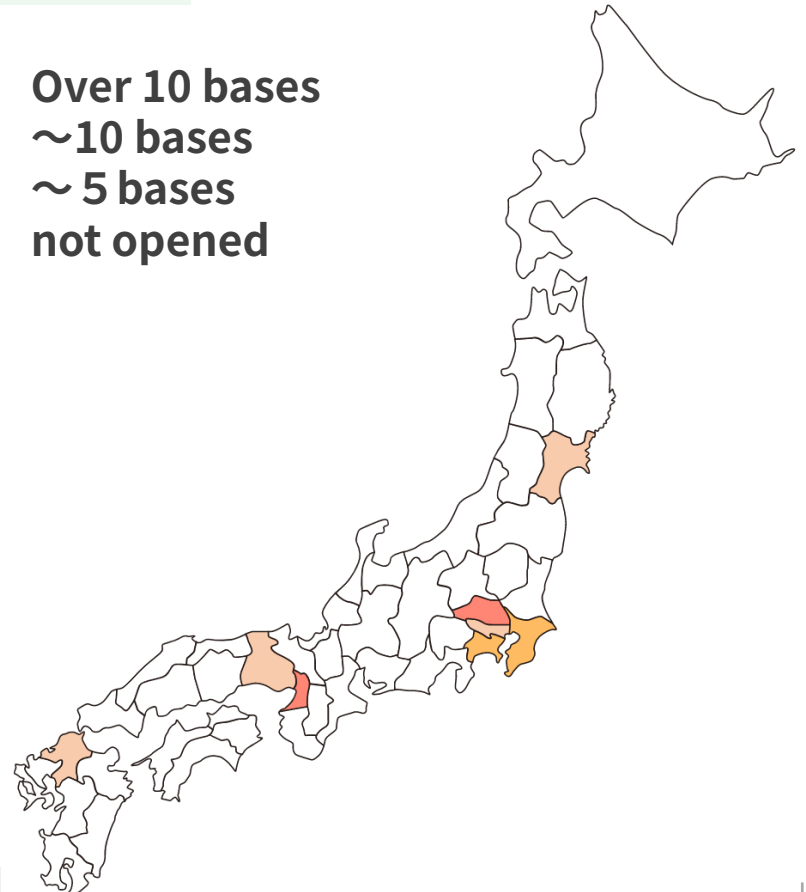
- Over 10 bases
- ~10 bases
- ~ 5 bases
- 1 base
- not opened



Number of **habii** bases **51**

Number of bases

- Over 10 bases
- ~10 bases
- ~ 5 bases
- not opened



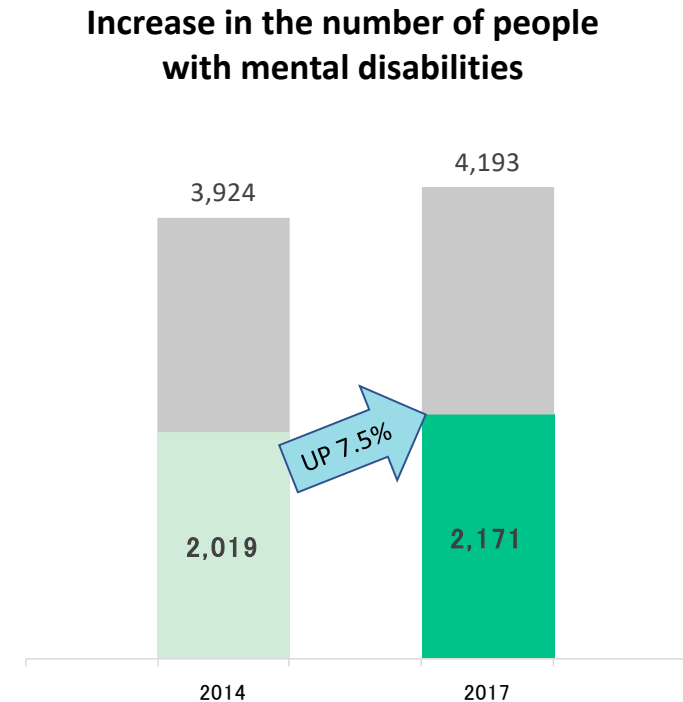
Population of People with Disabilities

- There are 2 million people in Japan between the ages of 20 and 65 living at home who have a mental disability.
- It is approximately 2.9% of Japan’s working-age population.

(Thousands)

	Total	People living at home/ Outpatient	Age 18 to 65*	People in institutions People with physical and mental disabilities at rehabilitation facilities and hospitals
Children/adults with physical disabilities	4,360	4,287	1,013	73
Children/adults with intellectual disabilities	1,094	962	580	120
People with mental disabilities	4,193	3,891	2,171 (age 20 to 65)	302
Total	9,647	9,140	3,764	507

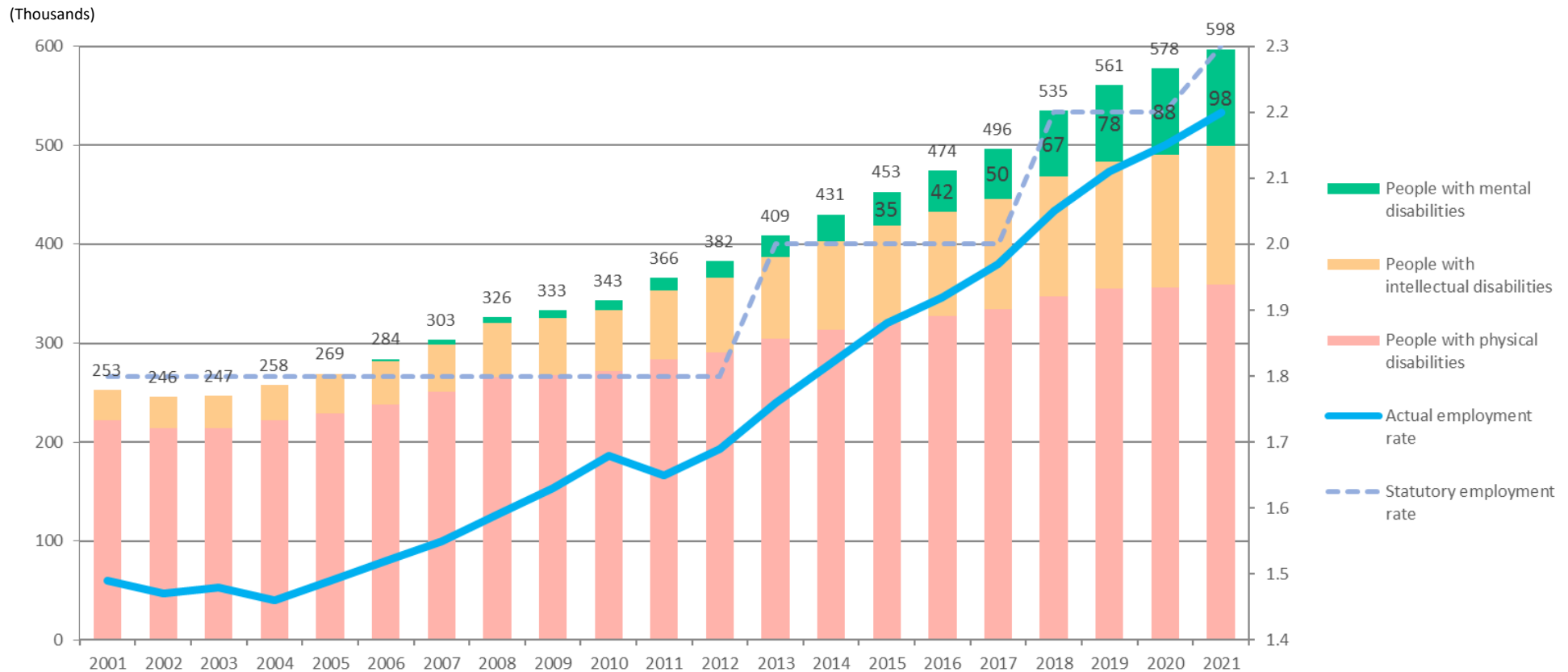
* Japan’s working age population: 74,458 thousand people (as of Nov. 2021)



Source: Prepared by Welbe based on 2021 Disabled People White Paper (Cabinet Office) and Population Estimates (Statistics Bureau, Ministry of Internal Affairs and Communications)

Employment of People with Disabilities

- The number of disabled people with job and the actual employment rate are both at all-time highs. The number of disabled people employed has set a record for 16 consecutive years.
- The statutory employment rate will rise to 2.2% in April 2018 and climb further to 2.3% in March 2021.



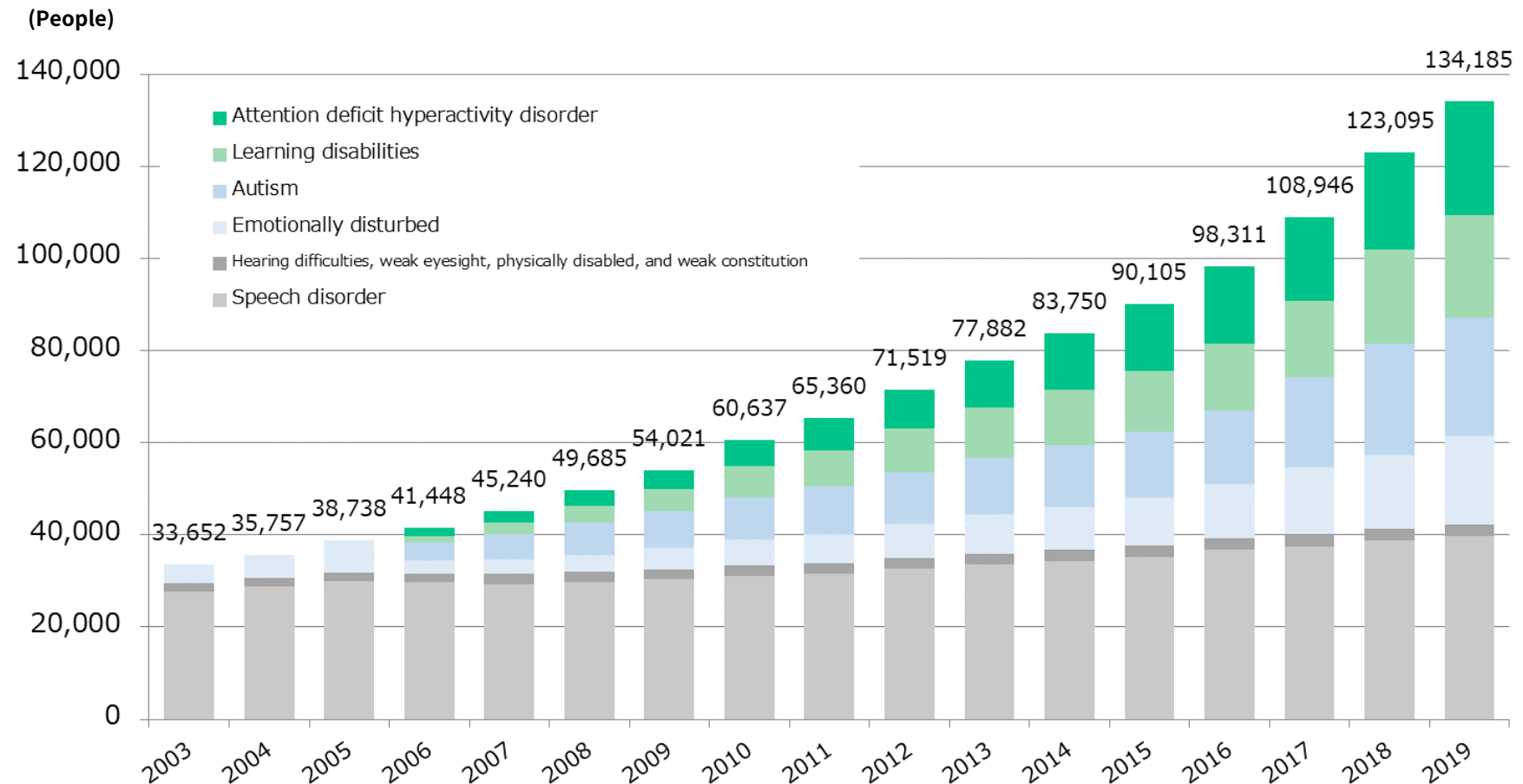
Source : Report on the “Status of Employment of Persons with disabilities” in 2021, Ministry of Health, Labour and Welfare

Growth in the Number of Developmentally Disabled Children in Japan

■ 6.5% of children who attend a regular school have the potential for developmental disorder.

(Dec. 2012 survey by the Ministry of Education, Culture, Sports, Science, and Technology)

■ The steady increase in the number of children attending special classes to accommodate their disabilities.



Source: FY2019 Survey of Special Classes for Disabilities, Ministry of Education, Culture, Sports, Science and Technology

就労移行支援・就労定着支援における支援の質向上に資する報酬等の見直し

【就労移行支援】

- 一般就労の高い移行実績を実現する事業所について、基本報酬において更に評価。
- 「前年度において就職後6か月以上定着した者の割合（就労定着率）」としている基本報酬の区分の決定に係る実績について、標準利用期間が2年間であることを踏まえ、直近2か年度の実績により算定。

就労定着率	基本報酬	
	【現行】	【見直し後】
5割以上	1,094単位/日	1,128単位/日
4割以上5割未満	939単位/日	959単位/日
3割以上4割未満	811単位/日	820単位/日
2割以上3割未満	689単位/日	690単位/日
1割以上2割未満	567単位/日	557単位/日
0割以上1割未満	527単位/日	507単位/日
0割	502単位/日	468単位/日

※定員20人以下の場合の単位

【現行】

前年度において
就職後6か月以上定着した者
前年度の利用定員数

【見直し後】

前年度及び前々年度において
就職後6か月以上定着した者
前年度の利用定員数 + 前々年度の利用定員数

- 障害者本人の希望や適性・能力を的確に把握・評価を行うアセスメントについて、地域のノウハウを活用し、その精度を上げ、支援効果を高めていくための取組として、本人や他の支援機関等を交えたケース会議等を実施した事業所を評価するための加算を創設。

【支援計画会議実施加算】583単位/回（新設）

（1月につき1回かつ1年につき4回を限度）



【就労定着支援】

- 経営の実態等を踏まえ、基本報酬の見直しを実施。
- 基本報酬の区分について、実績上位2区分に8割以上の事業所が分布している一方で、下位2区分には事業所がほとんどないことを踏まえ、よりきめ細かく実績を反映するため、各区分に係る実績の範囲を見直す。

【現行】

就労定着率	基本報酬
9割以上	3,215単位/月
8割以上9割未満	2,652単位/月
7割以上8割未満	2,130単位/月
5割以上7割未満	1,607単位/月
3割以上5割未満	1,366単位/月
1割以上3割未満	1,206単位/月
1割未満	1,045単位/月

【見直し後】

就労定着率	基本報酬
9割5分以上	3,449単位/月
9割以上9割5分未満	3,285単位/月
8割以上9割未満	2,710単位/月
7割以上8割未満	2,176単位/月
5割以上7割未満	1,642単位/月
3割以上5割未満	1,395単位/月
3割未満	1,046単位/月

※利用者20人以下の場合の単位

- 支給要件について、特定の支援内容を要件とはせず、どのような支援をしたか等をまとめた「支援レポート」を本人その他必要な関係者で月1回共有することを要件とする。

【現行】

「利用者との対面により1月に1回以上の支援」を行った場合に算定

【見直し後】

どのような支援をしたか等をまとめた「支援レポート」を本人その他必要な関係者で月1回共有した場合に算定

- 関係機関との連携を強化し、個別の支援における協力関係を常時構築するため、関係機関とのケース会議等を実施した事業所を評価する新たな加算を創設。

【定着支援連携促進加算】579単位/回（新設）

（1月につき1回かつ1年につき4回を限度）

※ 令和3年度における基本報酬においては、新型コロナウイルス感染症の影響を踏まえ、前年度（令和2年度）実績を用いなくてもよいなどの柔軟な取扱いを実施。

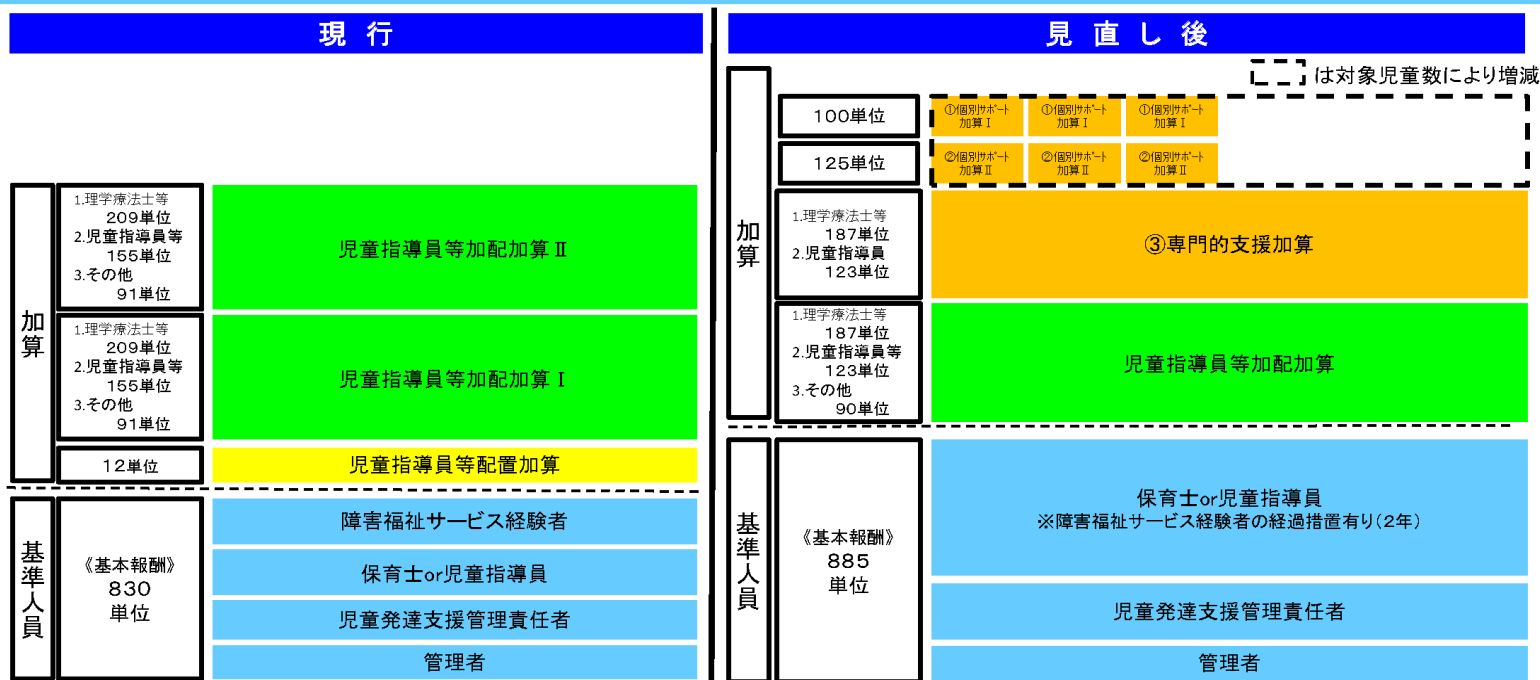
児童発達支援事業所（センター以外）の報酬等の見直し

○ 児童発達支援事業所（センター以外）について、従業者の配置に対して一律に加算する「児童指導員等加配加算Ⅱ」を改め、**より手厚い支援を必要とする子どもに応じて、きめ細かい支援が可能となるよう、以下の加算に組み替える。**

- ① 個別サポート加算Ⅰ : ケアニーズの高い児童（著しく重度および行動上の課題のある児童）への支援を評価
- ② 個別サポート加算Ⅱ : 虐待等の要保護児童等への支援について評価
- ③ 専門的支援加算 : 専門的支援を必要とする児童のため専門職の配置を評価(※)

(※) 理学療法士、作業療法士、言語聴覚士、心理指導担当職員、国リハ視覚障害学科履修者、5年以上児童福祉事業に従事した保育士・児童指導員を常勤換算で1以上配置した場合に評価

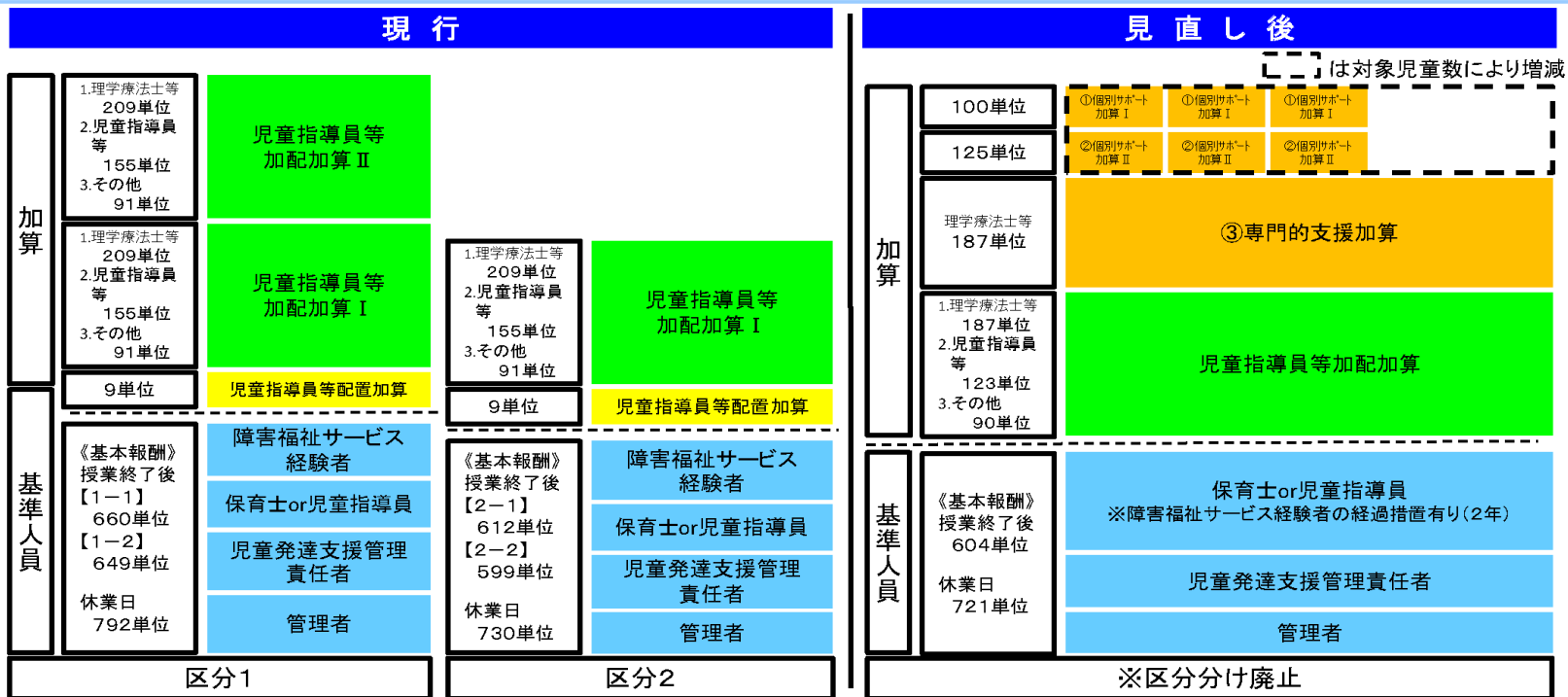
- また、支援の質を向上させるための従業者要件の見直し（障害福祉サービス経験者を廃止）を行う。（経過措置有り）
- さらに、難聴児の早期支援に向けて、児童指導員等加配加算の対象資格に手話通訳士及び手話通訳者を追加。
- 基本報酬及び児童指導員等加配加算の単位数については、経営状況を踏まえ見直し。



※単位数は主に小学校就学前の障害児に対して支援を行う利用定員10名以下の場合を記載
 ※上記図の高さは単位数とは一致しない

放課後等デイサービスの報酬体系等の見直し

- 放課後等デイサービスについて、現行の事業所を2区分に分けて報酬設定する方法(※1)を改め、より手厚い支援を必要とする子どもに応じて、きめ細かく以下の加算を算定。
 - ① 個別サポート加算Ⅰ：ケアニーズの高い児童(著しく重度および行動上の課題のある児童)への支援を評価
 - ② 個別サポート加算Ⅱ：虐待等の要保護児童等への支援について評価
 - ③ 専門的支援加算：専門的支援を必要とする児童のため専門職の配置を評価(※2)
- (※1) 現行は、一定の指標に該当する障害児の数が5割以上である場合を「区分1」、5割未満を「区分2」として、基本報酬を2段階に設定
- (※2) 理学療法士、作業療法士、言語聴覚士、心理指導担当職員、国リハ視覚障害学科履修者を常勤換算で1以上配置した場合に評価
- また、支援の質を向上させるための従業者要件の見直し(障害福祉サービス経験者を廃止)を行う。(経過措置有り)
- さらに、難聴児の早期支援に向けて、児童指導員等加配加算の対象資格に手話通訳士及び手話通訳者を追加する。
- 基本報酬及び児童指導員等加配加算の単位数については、経営状況を踏まえ見直し。



※ 単位数は障害児(重症心身障害児を除く)に対し授業終了後に指定放課後等デイサービスを行う定員10名以下の場合を記載
 ※ 上記図の高さは単位数とは一致しない

We will promote research and development related to mental disorders and developmental disorders, which uses 5-ALA. In the medium to long term, we will plan original products containing 5-ALA based on research achievements.

Property of 5-ALA and the field where it is promising

- 5-ALA has a property of acting on mitochondria and supporting the production of ATP, an energy source. It is therefore expected to produce effects on diseases related to mitochondria.
- It is likely that some mental disorders and developmental disorders are related to mitochondria (ATP insufficiency).

Growth strategies

- Planning original products which could contribute to the health of all people, regardless of the presence or absence of disabilities, by combining the Welbe Group's knowledge on disability welfare with research achievements on 5-ALA
- Accelerating commercialization of research achievements by strengthening cooperation with the research adviser



Research advisor
Professor Naohide Yamashita

Honorary professor of the University of Tokyo
Former director of IMSUT Hospital -- The Institute of
Medical Science, The University of Tokyo

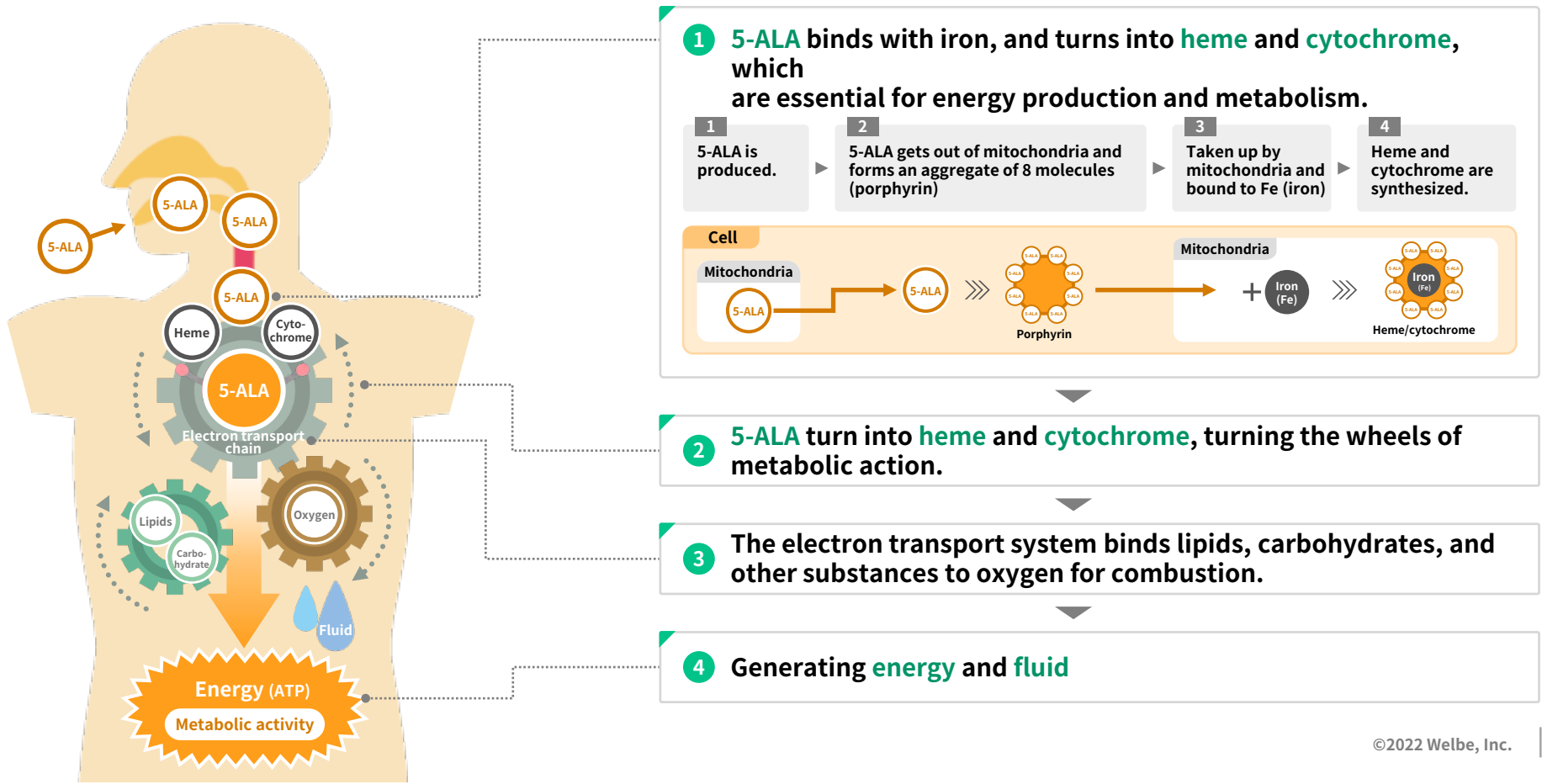
Medium- to long-term prospect

Aim to create new demand in the mental health market

5-ALA increases the efficiency of energy production by mitochondria in cells and activates metabolism*.

※ A general term for all material changes in a living body.

Mechanisms through which 5-ALA contributes to efficient energy production



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