

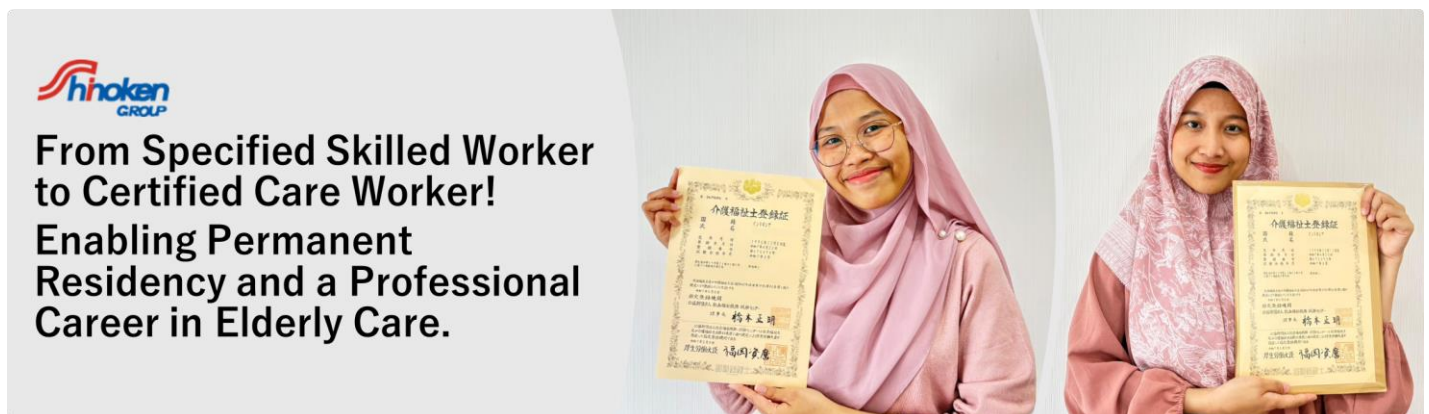
# News Release

2025.6.9

## Two Indonesian Specified Skilled Workers at Shinoken Group Passed the National Certified Care Worker Examination -A Step Forward in Strengthening a Sustainable Care Service System-

Shinoken Group Co., Ltd. (Tokyo headquarters: Minato-ku, Tokyo, President and Representative Director: Takashi Tamaki, hereinafter referred to as "our group"), is pleased to announce that two of our Indonesian employees working under the "Specified Skilled Worker (i)" status at our group's nursing care facilities have successfully passed the national examination for Certified Care Workers.

This achievement marks a significant step in our group's efforts to develop and retain Specified Skilled Worker personnel, addressing the critical social issue of a nationwide shortage in care workers. By obtaining the Certified Care Worker qualification, their status of residence allows for an indefinite period of stay, enabling them to build long-term careers as specialized professionals and contributing to a more robust and sustainable care service system.



### ■ The Significance of the Certified Care Worker Qualification

The Certified Care Worker qualification is a Japanese national certification that attests to a high level of specialized knowledge and skills in the field of elderly care. The two employees who passed the national examination will complete the necessary registration to transit their status of residence from "Specified Skilled Worker (Care)" to "Care Worker". This allows them to engage in elderly care work in Japan for an indefinite period as Certified Care Workers, empowering them to utilize their expertise for a long and stable career without residency time limitations.

## ■ Our Group's Initiatives

To combat the shortage of elderly care workers in Japan, the Group began accepting "Specified Skilled Worker (i)" personnel in April 2019. Following four rounds of recruitment, these employees now comprise over 10% of the entire workforce in our lifecare business. To ensure they can engage long-term in a new country, our group provides comprehensive support. This includes building new, dedicated dormitories equipped with private rooms and conducting regular follow-up interviews to ensure a stable and comfortable living environment.

In the 37th National Certified Care Worker Examination held in January 2025, the pass rate for candidates with "Specified Skilled Worker (i)" status was only about 30%\*, making it a significant challenge. We are proud that our two employees overcame this difficult hurdle.

## ■ The Path to Success

From their first day in Japan, both employees have shown immense dedication to their work and studies. They mastered their duties by diligently taking notes on advice from senior staff and proactively embraced new technologies, such as using translation apps on iPads to complete care records. Their positive and proactive attitude has been an inspiration to their colleagues.



Scenes of Daily Care

This success is a direct result of their sincere commitment and mutual encouragement as they worked toward the goal of passing the exam. Our group will continue to support not only these two successful individuals but all our Specified Skilled Worker personnel in enhancing their professional skills and expanding their career opportunities.

## ■ Future Outlook

Our Group is committed to helping every employee build a long-term career path, and we envision our initial Specified Skilled Worker members becoming future on-site leaders. To support this vision, we have established a new incentive payment system for employees who pass the Certified Care Worker exam, which complements our existing qualification allowances.

We plan to expand our team to over 50 Specified Skilled Workers active in our elderly care facilities nationwide by the end of this year. Furthermore, following a system revision on April 21, 2025, Specified Skilled Worker personnel are now eligible to provide home-visit elderly care services.

Facilities/Services under the Elderly Welfare and Long-Term Care Insurance Acts	Previously	From Now On	Expansion of Services Provided by Specified Skilled Workers (i)
Group Homes for People with Dementia	○	○	
Day Service	○	○	
Small-Scale Multifunctional In-Home Care (excluding home visits)	○	○	
Serviced Housing for the Elderly	-	○	
Home-Visit Care	-	○	

We believe that Specified Skilled Workers are a vital part of our workforce. By fostering an environment where diverse talents can thrive and grow together, we will continue to aim for the provision of sustainable, high-quality elderly care services.

\* According to the Ministry of Health, Labour and Welfare, the pass rate for Specified Skilled Worker (i) candidates was 33.3%, compared to an overall pass rate of 78.3% for all candidates in the same examination.

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