

The Human Rights Policy

A2 Healthcare Corporation has adopted the "Human Rights Policy" (hereinafter "the Policy"), drafted based on our Corporate Mission, Guideline of Conduct, Code of Ethical Conduct, and the "A2 Sustainability Policy". This Policy iterates our commitment to respect the human rights of our stakeholders and address negative impacts that may arise from our business activities.

In addition, as a member of the ITOCHU Group, we will promote corporate activities based on the "ITOCHU Group Human Rights Policy".

1. Policy Scope and Our Expectations Toward Business Partners

This Policy applies to all executives and employees, including contractors and temporary employees. We also expect business partners and other relevant stakeholders to comply with this Policy.

2. Endorsement of International Agreement

We support international agreements on human rights, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact. We will also implement measures aligning to the United Nations Guiding Principles on Business and Human Rights as a member of the ITOCHU Group.

3. Legal Compliance and Respect for Internationally Recognized Human Rights

We will comply with the laws and regulations not only in Japan, but also in the respective countries and regions where we conduct our business activities. If there is a contradiction between internationally recognized human rights and the laws or ordinances of a country or region, we will pursue a method to maximize respect for international human rights principles.

4. Management Approach

We will establish a system to realize the Policy. We will also take the responsibility of overseeing the compliance and implementation situation of this Policy.

5. Human Rights Due Diligence

Based on the United Nations Guiding Principles on Business and Human Rights, we will implement human rights due diligence in order to identify, prevent and mitigate negative

impacts on human rights and ensure accountability for these impacts.

6. Remedy and Rectification

If our business activities have caused or have been found to induce a negative impact on human rights, we will take immediate action to remedy and rectify such matters through appropriate procedures and dialogue.

7. Dialogue and Consultations

We will leverage external human rights expertise in our efforts for implementing human rights due diligence and will engage in sincere dialogues and consultations with our stakeholders – especially with those that are potentially subject to adverse impacts from our business activities.

8. Education and Awareness

We will provide appropriate education to all executives and employees (including contractors and temporary employees) and make efforts to raise human rights awareness in order to incorporate and implement this Policy in our business activities.

9. Communication on this Policy and Our Relevant Initiatives

This Policy will be reported to our Board of Directors and we will widely publish it to the public.