Sustainability Report FY 2024

A2 Healthcare

The Life First Company

CONTENTS

Editorial policy 4
Reporting period 4
Publication Date 5
Reference: Agreements, Guidelines, and Ddeclarations 5
1. Our Approach to Sustainability 6
1.1. The Vision of A2 Healthcare 6
1.2. Message from the President 6
1.3. A2 Group Charter of Corporate Behavior 7
2. Sustainability of A2 Healthcare 9
2.1. Sustainability Policy of A2 Healthcare 9
2.2. Process of Identifying Materiality (Important Issues) 10
2.2.1. Step 1 EXTRACTION of Materiality 10
2.2.2. Step 2 IDENTIFICATION of Materiality Matrix 10
2.2.3. Step 3 Review by Sustainability Committee 11
2.2.4. Step 4 DISCUSSION and Decision by Management 11
2.2.5. Step 5 REVIEW of Materiality 11
2.3. Materiality of A2 Healthcare, Main Challenges, Action Policy, Goals and KPIs 11
2.3.1. Sustainability Promotion FRAMEWORK 13
2.4. Stakeholders of A2 Healthcare 13
2.4.1. Stakeholder Engagement 13
2.4.2. Co-creation with External Parties 13
3. Governance 14
3.1. Corporate Governance System 14
3.1.1. Basic Concept for Corporate Governance 14
3.1.2. Roles of Major Organizations 15
3.1.2.1. Board of Directors 15
3.1.2.2. Corporate Auditors 15
3.1.2.3. Sustainability Committee 15
3.1.2.4. Compliance Committee 15
3.1.3. Audit System and Cooperation of the Three TYPES of Audit 15
3.1.4. Internal Control 15
3.1.5. Dialogue with Stakeholders and Work Environment 16
3.2. Risk Management 16
3.2.1. Crisis Management Risks 16
3.2.2. Information Security Risks 16
3.2.2.1. Information Security Policy 16
3.2.2.2. Information Security Measures 17
3.3. Compliance 17
3.3.1. Compliance FRAMEWORK 17
3.3.2. Internal Reporting System 17
4. Environment 18

4.1. The ITOCHU Group “Environmental Policy” 18
4.2. Environmental Goals 19
4.3. Promotion FRAMEWORK 20
4.3.1. Environment Conservation Promotion STRUCTURE 20
4.3.2. Continuous Improvement of Environmental Conservation Activities 20
4.3.3. Compliance with Environmental Regulations 20
4.3.4. Environmental Education and AWARENESS Activities 20
4.4. Environmental Considerations 21
4.4.1. Supplier Engagement 21
4.5. Effective Use of Resources / Waste Management 22
4.5.1. Effective Use of Resources 22
4.5.2. Waste Management Associated with Business Activities 22
4.6. Decarbonization / Energy Management 23
4.6.1. Response to Climate Change - TCFD Response 23
4.6.2. Commitment to Decarbonization 25
4.6.3. Energy-saving Initiatives So Far 28
4.6.4. Further Energy-saving Measures 28
4.7. Environmental Pollution Prevention 29
4.8. Protection of Water Resources (Water Security*) 29
4.9. Biodiversity Conservation 30
4.10. Forests Protection 30
4.11. Measures Regarding Plastics 30
5. Society 30
5.1. Quality Policy 30
5.1.1. Quality Policy 30
5.2. Job Satisfaction 31
5.2.1. Approach and initiatives 31
5.2.2. Communication with Employees 32
5.2.2.1. Introduction of Great Place To Work (GPTW) 32
5.2.2.2. Fostering a Feedback Culture 32
5.2.2.3. Round table Discussions with the President 32
5.2.2.4. Establishment and Operation of THE Employee Association 32
5.2.3. Career Advancement of Employees 32
5.2.3.1. Career Dock System 33
5.2.3.2. Job Challenge System 33
5.2.3.3. Utilization of Talent Management System 33
5.2.4. Human Resource Development 33
5.2.5. Personnel Evaluation 34
5.2.6. Recruitment 35
5.3. Health and Safety 35
5.3.1. Our Approach to Health and Safety 35
5.3.2. Health Initiatives 35
5.3.2.1. Promoting Medical Examination 36
5.3.2.2. Measures against Cancer 36

5.3.2.3. Initiatives for Mental Health ... 36
5.3.2.4. Working Hours Management ... 36
5.3.3. Safety Initiatives ... 37
5.3.3.1. Operation of the Health and safety Committee ... 37
5.3.3.2. Implementation of Disaster Prevention Drills ... 37
5.4. Human Rights ... 38
5.4.1. Our Approach to Human Rights ... 38
5.4.2. Recruitment of Human Resources ... 39
5.4.3. Measures against Harassment ... 39
5.5. Diversity, Equity & Inclusion (DE & I) ... 39
5.5.1. Basic Approach ... 39
5.5.2. Female Participation ... 40
5.5.2.1. Percentage of Female Managers ... 40
5.5.3. Balancing work with Childcare and Nursing Care ... 40
5.5.3.1. Realization of Flexible Workstyle ... 41
5.5.3.2. Enhancement of leave and time-off System ... 41
5.5.3.3. Promotion of paternity Leave ... 41
5.5.3.4. Provision of Opportunities for Employee Interaction ... 42
5.5.4. Employment of People with Disabilities ... 42
5.5.5. Utilization of Senior Human Resources ... 42
5.5.6. Utilization of Foreign National Human Resources ... 42
5.6. Contribution to Society ... 42
5.6.1. Our Approach and Framework for Social Contribution ... 42
5.6.2. Social Contribution Activities through PPI ... 43
5.6.3. Social Contribution Activities on a Daily Basis and Those through our Parent Company ... 44
5.6.3.1. Eco-cap Collection and Use of charity Vending Machines Supporting Child Chemo house ... 44
5.6.3.2. Participation in ITOCHU Baseball Class and donation of Support Items ... 44
5.6.3.3. Donation to the ITOCHU Memorial Foundation ... 45
6. External Assessments ... 45
6.1. EcoVadis ... 45
6.2. CDP ... 45
6.3. SBT ... 45
6.4. Kurumin Certifiation ... 46
6.5. Certification as a “Great Place to Work” (GPTW) ... 46
6.6. ISO9001: 2015 Certification ... 46
7. Corporate Profile ... 47
7.1. Corporate Profile of A2 Healthcare (as of April 1, 2025) ... 47
7.2. Consolidated subsidiary (as of April 1, 2025) ... 47
7.3. Number of A2 Healthcare Employees (as of April 1, 2025) ... 48
7.4. History of A2 Healthcare ... 48

On Publishing the “Sustainability Report 2024”

In recent years, sustainability – related activities - particularly concerning societal and the environment - have gained increasing attention. In response to growing demand for transparency, such as the disclosure of gender wage gaps, A2 Healthcare has decided to compile and publish its corporate activities in the form of a “Sustainability Report” starting this year.

As efforts to promote the employment of diverse talent,, advance women’s participation, reduce greenhouse gas emissions, and minimize plastic usage continue to progress, our surrounding environment has undergone significant changes. These include rising temperatures and severe rainfall events caused by climate change.

At A2 Healthcare, we regard co-creation and enhanced communication with all stakeholders - including clients, patients, healthcare professionals, business partners, shareholders and employees - as a key management priority. We hope that this report will serve as a valuable communication tool for engaging with our stakeholders.

Moving forward, we will continue to share our corporate activities through this report, deepen dialogue with stakeholders, and strive to enhance our corporate value.

Editorial policy

This report outlines the sustainability initiatives undertaken byt A2 Healthcare Corporation (hereinafter referred to as”A2 Healthcare” or “A2”).

A2 Healthcare is committed to strengthening communication with all stakeholders, including clients, patients, healthcare professionals, business partners, shareholders and employees. We would be grateful it if you would view this report as a tool for dialogue and share your candid feedback us.

Reporting period

This report primary covers activities from: FY 2022 (April 2022 - March 2023), FY 2023 (April 2023 - March 2024), and FY 2024 (April 2024 - March 2025). Some information outside these periods is also included.

Where applicable, the reporting period is noted within the relevant sections.

Scope of report

This report focuses on A2 Healthcare Corporation. However, environment data also includes figures from A2 Healthcare Taiwan Corporation (A2TW), a consolidated subsidiary.

Publication Date

Month of issue: August 2025

Reference: Agreements, Guidelines, and Ddeclarations

- Paris Agreement (COP21)
- UN Global Compact
- GRI Standards
- TCFD Recommendations
- Ministry of the Environment “Environmental Reporting Guidelines”
- GHG Protocol
- Universal Declaration of Human Rights (United Nations)
- UN Guiding Principles on Business and Human Rights
- Sustainable Development Goals (SDGs)*

*Sustainable A2 Development Goals (SDGs): A set of 17 global goals established for sustainable development through 2030, succeeding the Millennium Development Goals (MDGs) which concluded in 2015. These goals address issues such as poverty, hunger, energy, climate change, and peaceful society.

1. OUR APPROACH TO SUSTAINABILITY

1.1. THE VISION OF A2 HEALTHCARE

<Corporate Philosophy>

All efforts for patients, All professional works for clients.

A2 Healthcare Corporation, a professional service provider in the life sciences industry, contributes to the progress of medical and pharmaceutical services, QOL improvement of people through offering professional and high-quality service solutions.

<Vision>

A2 Healthcare, a professional service provider in the life science industry, believe that our constant efforts will contribute to the development of medicine and medical care, and the improvement of QOL of all people including patients and their families, and also will lead to our own growth and happiness.

We are CRO who share purpose with our clients and lead them to the best goals. From the development of medicines, medical devices, regenerative medicine and digital medical to life cycle management, we have a wealth of experience and high reliability to establish a true partner position for our clients.

Human resources are the basis value of our service solutions. We have abundant human resources with diverse specialties in a wide range of disease areas, and by constantly utilizing the most advanced methods in the industry, we will realize the dreams of our clients and the patients and medical professionals.

1.2. MESSAGE FROM THE PRESIDENT

Our company was established in July 2003, and over the 20 years, we have steadily expanded our business. Guided by our corporate philosophy - “Contributing to the development of medicine and medical care and the improvement of QOL for all people” - we strive every day to deliver new drugs and medical devices to patients as quickly as possible by providing professional services to our clients. We believe that people are our greatest asset and the most fundamental and essential resource in delivering our services. With respect for human rights and a strong commitment to compliance as our foundation, we are dedicated to each individual’s potential - “human resource development,” - and creating a workplace where employees can thrive and find meaning in their work..

To address social challenges, we have long been engaged in sustainability initiatives. In February 2024, we formalized our efforts by establishing the “Sustainability Policy”, which revised in April 2025. During FY 2024, we convened the “Sustainability Committee” twice to further strengthen and promote these activities.

In addition, to realize our “Corporate Philosophy” across the entire organization, we introduced the “A2 Group Charter of Corporate Behavior” on April 1, 2025, This Charter serves as a set of shared principles for all Group companies, officers and employees. By acting in accordance with this Charter, we aim to fulfill it our social responsibilities and contribute meaningfully to society.

Looking ahead, A2 Healthcare will continue to pursue its mission with high aspirations. Through our corporate activities, we will deepen our contributions to society and strive to become a company that is even more essential and trusted by the communities we serve.

1.3. A2 GROUP CHARTER OF CORPORATE BEHAVIOR

The “A2 Group Charter of Corporate Behavior” defines the fundamental principles that guide all individuals working at A2 Healthcare (hereinafter referred to as “employees”) in their daily business activities.

In accordance with this Charter, employees of A2 Healthcare shall consistently recognize the company’s social responsibilities and mission, respect human rights, comply with applicable laws and regulations, and international standards, and contribute broadly to society. They are expected to act fairly and responsibly, with a strong sense of social responsibility, both in Japan and overseas.

As a member of the ITOCHU Group, we will also promote corporate activities in alignment with the ITOCHU Group “Code of Ethical Conduct.”

Code of Ethical Conduct | ITOCHU Corporation

<A2 Group Charter of Corporate Behavior>

1. Basic Mission

We shall contribute to society by creating long-term value through sound business activities, thereby striving to sustainably enhance corporate value, promote the sustainable development of society, and preserve the global environment.

2. Respect for Human Rights

We respect the human rights of individuals and make it clear that we will not tolerate any human rights violations, including unfair discrimination based on nationality, race, age, gender, creed, social status, disability, sexual harassment, power harassment, forced labor, and child labor, in employment and the workplace. We will also demand the same attitude from our business partners.

3. Creation of a Pleasant and Rewarding Work Environment

We will respect the diversity, personality, and individuality of our employees and work to create a safe and healthy work environment in which they can play an active role both physically and mentally. Furthermore, we will strive to develop our employees' skills, maximize each individual's potential, and create a rewarding work environment.

4. Information Management

We will ensure the appropriate handling, management, protection, and maintenance of information. In addition, we shall strictly maintain confidentiality and strictly manage any non-public information and confidential company information obtained during business. We shall also strictly manage any personal information related to employees of the company or business partners obtained in the course of their duties and shall not use such information for any purpose other than the appropriate use in the course of their duties.

5. Environmental Initiatives

We will voluntarily and proactively address environmental conservation from a broad perspective, including energy conservation, resource recycling, and the prevention of environmental pollution.

6. Contribution to Society

We will harmonize the interests of the company with those of society and actively fulfill our role as a good corporate citizen.

7. Compliance with Laws and Regulations

We will strictly comply with all applicable laws and regulations, both in Japan and overseas, and conduct our corporate activities in a sincere and fair manner that does not violate social norms.

8. Fair Business Activities

We shall take a firm stand against antisocial forces and groups that threaten the order and safety of civil society and shall not accept any unreasonable or improper demands.

We will not be involved in any terrorist acts, money laundering, or other crimes. We will also take sufficient precautions to ensure that we will not be used for such crimes during our business transactions.

We will ensure fair and sound relationships with all stakeholders and will not engage in bribery or corruption.

9. Promotion of Communication

We will build future-oriented, mutually trusting relationships with all stakeholders through active communication.

2. SUSTAINABILITY OF A2 HEALTHCARE

2.1. SUSTAINABILITY POLICY OF A2 HEALTHCARE

We established the “A2 Sustainability Policy” in February 2024 (revised in April 2025) and have been promoting activities toward the realization of a sustainable society in accordance with the policy.

<A2 Sustainability Policy>

1. Identification of Material Issues and Promotion of Businesses that Address the Social Issues

As a member of the international community and the ITOCHU Group, we will formulate materiality that will lead to sustainable growth not only for our company but also for the society, and we will always conduct our business activities with full awareness.

2. Establishment of Mutual Trust with Society

In order to meet the expectations of stakeholders and the society, we aim to be a trustworthy company by promptly disclosing accurate and necessary information and implementing our initiatives.

3. Strengthening Sustainable Supply Chain

We will promote sustainable business activities by understanding and continuing to consider problems for the conservation of the global environment, climate change mitigation and adaptation, pollution control, resource recycling, protection of biodiversity and ecosystems, and basic human and labor rights. We will strive to ensure effective use of resources not only within our company but also within the supply chain (air, water, land, food, minerals, fossil fuel, animal and plant species, etc.), respect human rights, and consider occupational health

and safety. We request our business partners to understand and implement the concept of A2 Sustainability Policy and aim to build a sustainable value chain.

We will respect the legal systems of each country and international norms. We will strive to understand the cultures, traditions and customs of countries and regions around the world. We will then engage in fair and sincere corporate activities.

4. Education and Awareness of Employees to Promote Sustainability

We believe that the promotion of sustainability starts from each and every employee. Therefore, we will take necessary measures to educate our employees on the material issues we have identified and nurture a sustainability mindset among the workforces. We aim that every employee is expected to adhere to this policy by executing respective action plans drafted in alignment to this policy.

2.2. PROCESS OF IDENTIFYING MATERIALITY (IMPORTANT ISSUES)

A2 Healthcare will continue to support “working people” with the aim of helping each employee challenge themselves to explore infinite possibilities and continue to work while feeling job satisfaction.

In addition, “Measures to cope with social and structural changes” is an important issue that A2 Healthcare should address. In order to solve these issues, we will strengthen governance as the foundation of the company and contribute to building a sustainable society.

To implement this, we identified important issues in line with the following processes.

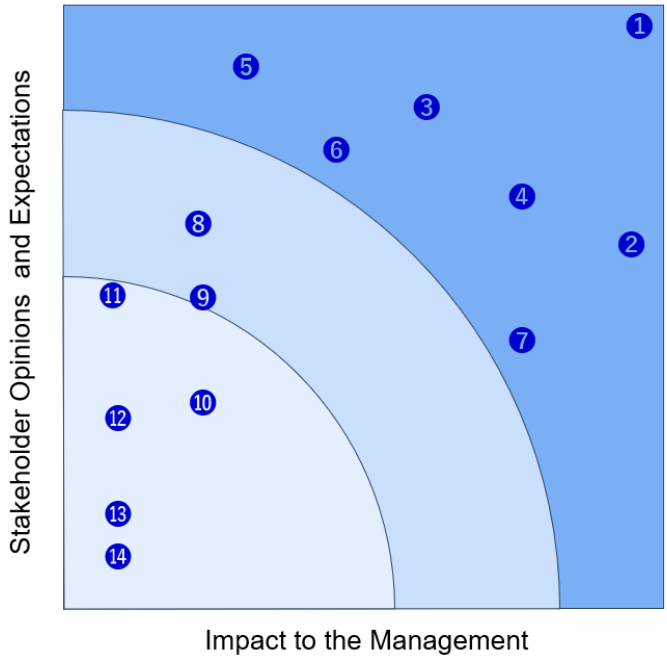
2.2.1. STEP 1 EXTRACTION OF MATERIALITY

With reference to the respective items of GRI Standards, SDGs, and the United Nations Global Compact, we examined the long-term future outlook, including the global environment, social issues, and technological trends, and extracted social issues that are highly relevant to the A2 Healthcare business.

2.2.2. STEP 2 IDENTIFICATION OF MATERIALITY MATRIX

For the social issues extracted in Step 1, we selected and scored the social issues from both perspectives of importance to stakeholders and importance to our company. Based on this scoring, we conduct a relative evaluation to determine the degree of importance. We then identified the issues to be prioritized by aligning them with our medium-term business plan.

[Materiality Matrix]



① Respond to Social and Structural Change
② Create a Rewarding Work Environment
③ Address Climate Change
④ Respect and Consider Human Rights
⑤ Contribute to Healthier and More Affluent Lifestyles
⑥ Engage in Social Contribution Activities
⑦ Strengthen Governance Systems
⑧ Consider Biodiversity
⑨ Address Plastic-related Issues
⑩ Preserve Water Resources
⑪ Prevent Air Pollution
⑫ Protect Forests
⑬ Reduce Waste
⑭ Utilize Natural Resources Sustainably

2.2.3. STEP 3 REVIEW BY SUSTAINABILITY COMMITTEE

The Sustainability Committee exchanged opinions on Step 2 issues and selected materiality. In addition, we examined action policy and KPI setting for each materiality.

2.2.4. STEP 4 DISCUSSION AND DECISION BY MANAGEMENT

Opinions on the selected materiality were exchanged with the management through the Board of Directors meeting and finalized.

2.2.5. STEP 5 REVIEW OF MATERIALITY

Going forward, we will assess the validity of the current materiality by comparing them with concerns raised through interviews with clients, patients, healthcare professionals, business partners, and shareholders. The results will be reported to the Board of Directors upon deliberation by the Sustainability Committee to verify the appropriateness of materiality.

2.3. MATERIALITY OF A2 HEALTHCARE, MAIN CHALLENGES, ACTION POLICY, GOALS AND KPIS

We have aligned with our materiality with the SDGs, and established main challenges, action policy, and goals and KPIs for FY 2025.

[Materiality, Main Challenges, and Action Policy]

Classification	Materiality	Main challenges	Action policy
E **Environment** 	**Initiatives concerning climate change**	Reduction in greenhouse gases	Reduction of Scope 1 and 2 greenhouse gas emissions by 42% by 2030, compared to 2023
			Reduction of Scope 3 greenhouse gas emissions by 25% by 2030, compared to 2023
			Promotion of "Reduce, Reuse, and Recycle" (3Rs) + Renewable
			Complete conversion to paperless operation of internal documents (excluding those that lead to procedures for government offices, etc., that are not digitized, and those that continue to be handled in paper from a policy perspective)
		Raising awareness in daily life of individuals	Implementation of sustainability training
S **Society** 	**Measures to cope with social and structural changes**	Promotion of DX	Contribution to society by increasing the efficiency and speed of drug development
			Development of digital human resources through reskilling
	Contributions to healthy and rich lives	Contribution to the promotion of human health through support for the development of safe drugs, etc.	Support for safe and rapid development of drugs, etc.
		Implementation of health examination	Rate of health examination
		Working hours management	Eradication of long-time work
	Improvement of workplace environment with job satisfaction	Improvement of job satisfaction	GPTW certification
			Establishment of a feedback culture
			Utilization of silver human resources aged 60 years and older
	Respect and consideration for human rights	Diversity, inclusion & equity	Percentage of female managers
			Realization of flexible workstyle
	Initiatives concerning social contribution	Social contribution activities through Patient and Public Involvement (PPI)	Support for medical seminar activities
			Co-sponsoring of "Rare Disease Day (RDD)"
			Co-sponsoring of Remember Girl's Power
G **Governance** 	**Strengthening of governance system**	Enlightenment activities for continued compliance (including anti-corruption, anti-bribery, and prevention of harassment)	Implementation of annual company-wide compliance training and verification test
		Number of serious compliance violations	Eradication of serious compliance violations that may lead to a matter of the company's survival or that may seriously impair its reputation
		Measures concerning BCP and DRP	Implementation of BCP training/DRP training for large-scale disasters and/or pandemics
		Measures against information leakage	Implementation of information security verification test
			Implementation of information security training e-mails
			Number of serious cyber security incidents
		Establishment, strengthening, and maintenance of appropriate internal control activities	Evaluation of the status of establishment and operation of internal controls in accordance with the Companies Act and the Financial Instruments and Exchange Act

2.3.1. SUSTAINABILITY PROMOTION FRAMEWORK

A2 Healthcare has established the Sustainability Committee and the Sustainability Office within the Corporate Management Division to promote sustainability initiatives aimed at realizing a sustainable society, achieving continuous growth, and enhancing corporate value.

<Roles of the Sustainability Committee>

The Sustainability Committee deliberates on company-wide policies and plans in accordance with the “A2 Sustainability Policy,” and promotes and supports the initiatives determined by the Committee.

Matters discussed and decisions made by the Committee are reported to the Board of Directors as necessary.

<Composition of the Sustainability Committee>

In accordance with the A2 Sustainability Regulations, the Sustainability Committee is chaired by the President and CEO of A2 Healthcare, and consists of full-time Board Members, the Executive Officers, Department Managers, Division Managers, and the Presidents of each subsidiary.

2.4. STAKEHOLDERS OF A2 HEALTHCARE

2.4.1. STAKEHOLDER ENGAGEMENT

In accordance with the A2 Group Charter of Corporate Behavior, A2 Healthcare will strive to build and maintain sustainable relationships of trust with all stakeholders by conducting sincere business activities, clearly defining our responsibilities to stakeholders, and fostering mutual understanding through two-way communication.

2.4.2. CO-CREATION WITH EXTERNAL PARTIES

Addressing sustainability challenges is not something that can be achieved by the company alone. We recognize that initiatives by the entire supply chain in cooperation with business partners will be required in the future. We will consider policies to promote sustainability throughout the supply chain. As a first step, we will begin by sharing our awareness of sustainability in order to identify the conditions that we should require from our business partners and gain their understanding of our initiatives.

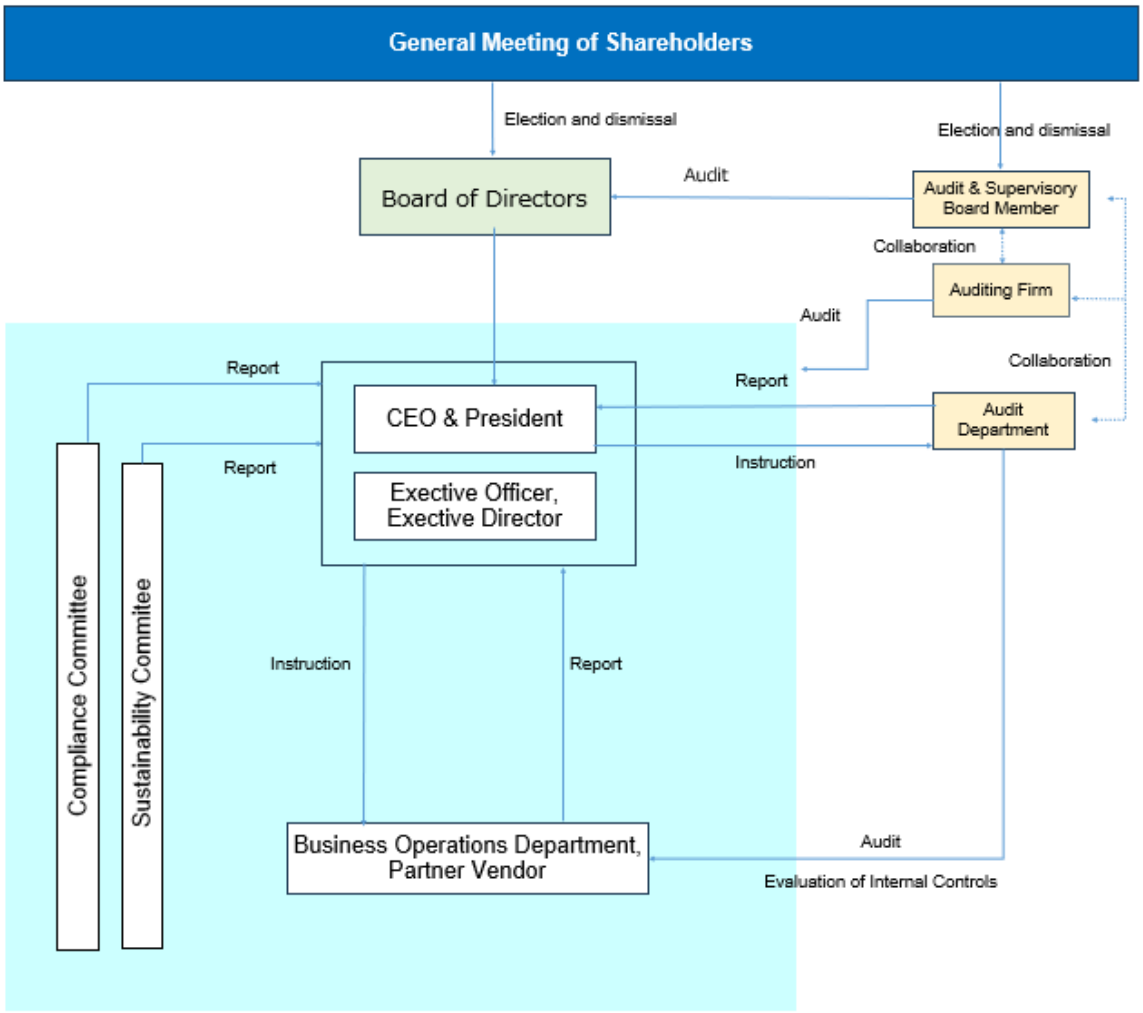
In responding to climate change in line with the TCFD Recommendations, it is also necessary to understand and reduce greenhouse gas emissions within “Scope 3”, which includes indirect emissions across the supply chain. We intend to move forward in collaboration with our business partners, presenting the policies we will formulate and working together to address these challenges.

3. GOVERNANCE

3.1. CORPORATE GOVERNANCE SYSTEM

A2 Healthcare has established a strong governance system to ensure corporate transparency and responsibility. Guided by the principles of "Culture," "Growth," and "Reform," we work with the belief that governance is one of the essential foundations for achieving these goals.

[Overview of the Corporate Governance System]



3.1.1. BASIC CONCEPT FOR CORPORATE GOVERNANCE

To fulfill our responsibilities to stakeholders - including clients, patients, healthcare professionals, business partners, and employees – as well as to future society, we aim to achieve sustainable corporate growth and enhance our medium- to long-term corporate value by addressing social issues through our business activities. To realize this, we are working to establish a governance system that will ensure sound and transparent management, while also enabling swift decision-making.

3.1.2. ROLES OF MAJOR ORGANIZATIONS

3.1.2.1. BOARD OF DIRECTORS

The Board of Directors is a governing body that decides on important matters related to the company's management policy and business operations, and supervises the execution of duties by its members, in accordance with applicable laws, regulations, and the Articles of incorporation. In principle, regular meetings are held once a month, with extraordinary meetings convened as necessary.

The term of office for directors is set at one year, in order to clarify the management responsibility of directors, strengthen the management structure, and a enable a flexible response to changes in the business environment.

3.1.2.2. CORPORATE AUDITORS

In accordance with applicable laws, regulations, and the Articles of Incorporation, the Corporate Auditors audits the daily activities of the company, including the legality of director's execution of duties and the appropriateness of accounting practices. There is one part-time Corporate Auditor. The Corporate Auditor monitors the directors' execution of the duties, acting independently under the mandate of shareholders, actively collects sufficient information for the execution of the responsibilities as Corporate Auditors, also request the Board of Directors to explain the agenda items, and proactively expresses opinions.

3.1.2.3. SUSTAINABILITY COMMITTEE

We have established a Sustainability Committee and have the system in place to hold the committee meeting at least once a year and on an ad hoc basis as needed. The Sustainability Committee formulates the overall plan for sustainability initiatives, promoting the execution of the plan, monitoring progress, evaluating achievements, and reporting to the Board of Directors with recommendation.

3.1.2.4. COMPLIANCE COMMITTEE

We have established the Compliance Committee, which holds regular meetings twice a year and additional meetings as necessary. The Compliance Committee determines key compliance measures, including education and awareness initiatives. In the event of a compliance-related issue, the Committee investigates the cause and confirms the response policy. The Committee also monitors the implementation status of compliance and reports its findings to the Board of Directors.

3.1.3. AUDIT SYSTEM AND COOPERATION OF THE THREE TYPES OF AUDIT

The Internal Audit Department, Corporate Auditor, and Accounting Firm, which are the main bodies for the three types of audit, cooperate as necessary in their independently conducted audit activities. In addition to mutual reporting and information sharing, this coordination is carried out in accordance with the Internal Audit Regulations, the Regulations for Audits by Corporate Auditors, and the internal control system under the Companies Act.

3.1.4. INTERNAL CONTROL

To ensure independence and fairness, the Internal Audit Department is placed under the direct jurisdiction of the President and CEO. From the viewpoint of internal control, they evaluate and verify from a fair and objective standpoint, provide advice and recommendations

to help prevent fraud and errors, improve operations and their efficiency, and promote sound business development and rational management. The results of internal audits reports to the President and CEO. In addition, the department reports to the Board of Directors on the status of development and operation of the internal control system in accordance with the Financial Instruments and Exchange Act and the Companies Act. The Corporate Auditors monitor and verify the development and operation status of their internal control system.

3.1.5. DIALOGUE WITH STAKEHOLDERS AND WORK ENVIRONMENT

Our company place great importance on dialogue with a wide range of stakeholders, including clients, business partners, shareholders and employees. We are committed to creating a work environment where employees feel secure and supported. The initiatives for this purpose have been evaluated with certification as a “Great Place to Work” by GPTW. We reflect the voices of our employee feedback into management and strive to foster a workplace that offers a strong sense of purpose and satisfaction.

3.2. RISK MANAGEMENT

A2 Healthcare has established a comprehensive risk management system to prepare for a wide range of risks, ensuring the stability and continuity of its business operations.

We classify major risks that may result in physical, economic, or credit- related losses or disadvantages, and develop and implement countermeasures for each. In addition, we recognize climate change risk as a highly significant risk.

3.2.1. CRISIS MANAGEMENT RISKS

To prepare for emergencies such as natural disasters and pandemics, we have established Business Continuity Management Rules, Detailed Rules for Business Continuity Management (for large-scale disasters), Detailed Rules for Business Continuity Management (for pandemics), and Disaster Recovery Plan. These frameworks clearly define preventive measures and response procedures in advance, enabling us to minimize business disruption and ensure rapid recovery in the event of an emergency, with “the highest priority placed on protecting human life and ensuring safety”.

3.2.2. INFORMATION SECURITY RISKS

3.2.2.1. INFORMATION SECURITY POLICY

We recognize the importance of maintaining a high level of information security. To this end, we have established an Information Security Policy, and all officers and employees are committed to appropriately handling, managing, protecting, and maintaining information in accordance with the Information Security Policy.

<Information Security Policy>

1. Ensuring Information Security

In order to protect information assets from natural disasters, system failures, fraud and illegal activities, we strive to ensure information security by taking measures to prevent failures, recover quickly and minimize the impact of the failures, find the causes of failures and avoid recurrence.

2. Management System

We company the management system to deal with risks related to information security, develop related regulations, and strive to operate, monitor, review, maintain and improve information security management.

3. Information Asset Management

We manage our information assets appropriately to ensure confidentiality, integrity, and availability, and strive for safety management such as prevention of unauthorized access, leakage, loss, or damage.

4. Education and Enlightenment

We provide regular information security education in order to raise the awareness of information security and ensure that all directors and employees are familiar with the significance of information security and our correspondence.

5. Compliance

We comply with laws, regulations, and other social norms related to information security.

3.2.2.2. INFORMATION SECURITY MEASURES

In response to the growing risks of cybersecurity in recent years, we have strengthened our information security measures by adapting the ITOCHU Cyber Security Framework developed by our parent company, ITOCHU Corporation. Preventing security incidents, requires not only infrastructure development by the information Systems Department but also addressing human error. To enhance employee awareness, we conduct training programs such as simulated targeted e-mail attack exercises.

3.3. COMPLIANCE

3.3.1. COMPLIANCE FRAMEWORK

We convene the Compliance Committee twice a year in principle, to review our internal systems and consider improvement measures. Regular compliance training is provided to all employees to ensure thorough adherence to laws and regulations.

3.3.2. INTERNAL REPORTING SYSTEM

We have established an internal reporting system that allows employees to report suspected misconduct or compliance violations in a safe and secure manner. By ensuring the anonymity

and protection of whistleblowers, and responding fairly and promptly, we foster a culture corporate ethics and contribute to the early detection and correction of risks.

4. ENVIRONMENT

4.1. THE ITOCHU GROUP "ENVIRONMENTAL POLICY"

A2 Healthcare regards global environmental issues as one of its top managements priorities. We strives to continuously improve our environmental management system by respecting the ITOCHU Group "Environmental Policy" established by our parent company, ITOCHU Corporation. In cooperation with our stakeholders, we work to reduce environmental impact throughout the business lifecycle and contribute to the realization of a sustainable society through our business activities.

<The ITOCHU Group "Environmental Policy">

1. Compliance with Laws and Regulations
   We shall comply with international declarations, agreements, and treaties, as well as with the laws and regulations of the countries and regions in which we operate. We shall also comply with any other agreements that we have consented to.
2. Response to Climate Change
   We shall reduce greenhouse gas emissions and increase the efficiency of energy use within our own operations, as well as externally provide products and services that contribute to the mitigation and adaptation to climate change.
3. Environmental Pollution Prevention
   We shall prevent and reduce environmental pollution caused by chemical substances and oils, reduce emissions of air pollutants, and reduce and properly process hazardous waste and wastewater.
4. Promotion of Resource Circulation
   We shall contribute to the formation of a circular society by promoting the sustainable use of resources (such as fossil fuels, minerals, food, animals and plants), a reduction in the amount of resources used, a reduction in the amount of waste discharged and recycling across our business investments and the supply chain of our products and services.
5. Conservation and Effective Use of Water Resources
   We shall reduce water consumption through efficient water use and recycling, as well as shall take necessary measures to appropriately treat effluents.
6. Biodiversity Conservation
   We shall recognize the value of the benefits that we receive from the natural ecosystem, minimize our impact on biodiversity, and contribute to its conservation.

7. Transparency
We shall proactively disclose and raise awareness about environmental impact of our business and maintain a communicative relationship with all stakeholders in the value chain, including partner company, outsourcing partners, local communities, and our employees.
8. Environmental Management System
We shall set targets for reducing environmental impact and take appropriate actions based on environmental impact assessments including due diligence in initial consideration phase and regular monitoring reviews for all business activities, such as investments, provision of products and services, and logistics.

4.2. ENVIRONMENTAL GOALS

A2 Healthcare identifies “Initiatives to address climate change” as one of its materiality. As part of our commitment to environmental responsibility, we have set targets to reduce Scope 2 greenhouse gas emissions by 42% and Scope 3 emissions by 25% by FY 2030, compared to FY 2023 levels. We also support the recommendations or the Task Force on Climate-related Financial Disclosures (TCFD), and conduct monitoring and disclosure based on climate-related risks.
These targets have been officially certified (see Section 6.3 SBT.).

[Greenhouse Gas (GHG) Emissions in FY 2023 (Base Year) and Reduction Targets]

	FY 2023 (result) (unit: tCO2e)	Reduction target (%)	FY 2030 (target) (Unit: CO2e)
Scope 1 greenhouse gas (GHG) emissions (*1)	0	-	0
Scope 2 greenhouse gas (GHG) emissions (*2)	197	42	114
Scope 3 greenhouse gas (GHG) emissions (*3)	5,452.0	25	4,089.0

*1: A2 Healthcare has no Scope 1 greenhouse gas emissions.
*2: Calculated based on market-based standards; values rounded to the nearest whole number.
*3: Values rounded to the first decimal place.
*2, *3: Figures represent the combined total of A2 and A2TW.
The US Boston Branch, established in March 2024, is not included in FY 2023 results.

4.3. PROMOTION FRAMEWORK

4.3.1. ENVIRONMENT CONSERVATION PROMOTION STRUCTURE

A2 Healthcare has established a Sustainability Committee that deliberates key matters related to environmental conservation, including medium-term environmental goals, annual targets, and climate change initiatives. The outcomes of these deliberations are reported to the Board of Directors as appropriate.

4.3.2. CONTINUOUS IMPROVEMENT OF ENVIRONMENTAL CONSERVATION ACTIVITIES

Progress toward environmental objectives and targets, as well as compliance with laws and regulations, is reported to the Chairperson of the Sustainability Committee.

Based on these reports, the Sustainability Committee reviews and evaluates the company's environmental conservation efforts and promotes continuous improvement. Significant environmental risks related to business operations or management are also reported to the Board of Directors as needed.

4.3.3. COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

We conduct annual checks to ensure compliance with laws and ordinances governing regulated matters. In FY 2024, there were no violations of applicable laws and regulations, including the Waste Management and Public Cleaning Act.

Even in case where our business is not directly subject to specific regulations, we take precautionary measures to minimize environmental impact in accordance with relevant laws such as the Plastic Resource Circulation Act, the Act on Special Measures concerning Promotion of Proper Treatment of PCB Waste, the Fluorocarbon Emissions Control Act, and the Water Pollution Control Act.

4.3.4. ENVIRONMENTAL EDUCATION AND AWARENESS ACTIVITIES

We continuously implement awareness and educational initiatives related to environmental conservation, including e-learning programs, to foster and enhance environmental consciousness among employees. Starting in FY 2025, sustainability training will be mandatory for all employees. In addition, persons in charge will participate in sustainability briefing sessions to acquire necessary knowledge, which will then be used to raise awareness among employees. To further strengthen and activities, the Sustainability Committee includes members with a certain level of environmental knowledge.

[FY 2024 Sustainability Training Results]

*Contractor employees are counted separately due to participation as suppliers

Category	Number of Recipients (persons)	Number of Participants (persons)	Participation rate (%)
Employees, dispatched staff, contract staff, and external workers	1,154	1,145	99.2
Contractor employees*	15	14	93.3
Total	1,169	1,159	99.1

4.4. ENVIRONMENTAL CONSIDERATIONS

4.4.1. SUPPLIER ENGAGEMENT

In line with the A2 Sustainability Policy, which states “We ask our suppliers to understand and implement our approach to sustainability, aiming to build a sustainable value chain”, A2 Healthcare has begun promoting the “Sustainability Action Guidelines for Supply Chains” established by our parent company, ITOCHU Corporation. We encourage our suppliers to understand in these guidelines. Moving forward, we aim to elevate this initiative into a company-wide effort across A2 Healthcare.

Sustainability Action Guidelines for Supply Chains at ITOCHU Corporation

[1] Respect the human rights of all of employees and not engage in inhumane treatment, including discrimination, harassment, abuse and corporal punishment.
[2] Prohibit forced labor or child labor including the employment of children under the minimum working age.
[3] Prohibit employment discrimination based on characteristics including but not limited to gender, race, and religion.
[4] Comply with statutory minimum wages, strive to exceed living wages, and not unjustly reduce wages.
[5] Respect the freedom of association and right to collective bargaining of employees and ensure that labor-management discussions on working conditions and environment are held, as appropriate.
[6] Comply with statutory working hour restrictions. Properly manage employees’ working hours, provide holidays and paid leave as necessary and strictly prohibit excessive overtime work.
[7] Take necessary measures to provide a safe, hygienic and healthy working environment to employees.
[8] Give due consideration to avoiding negative impacts on natural capital and local communities from pollution and other environmental issues with regards to business activities. Take the necessary measures to reduce consumption of energy, water and other natural resources, as well as emissions of greenhouse gases and waste.
[9] Comply with all applicable local and international laws and regulations. Ensure compliance with fair business practices and anti-corruption, including prevention of

conflicts of interest and anti-competitiveness.
[10] Disclose information on all items listed above in a timely and appropriate manner.

4.5. EFFECTIVE USE OF RESOURCES / WASTE MANAGEMENT

4.5.1. EFFECTIVE USE OF RESOURCES

A2 Healthcare promotes the principals of 3R “Reduce, Reuse and Recycle” – along with Renewable for products used within the company.

4.5.2. WASTE MANAGEMENT ASSOCIATED WITH BUSINESS ACTIVITIES

Most of the waste generated through our business activities is classified as business waste. However, industrial wastes may be generated during office relocation or changes in office space. To manage and reduce business waste, we annually monitor the volume of both business and industrial waste. On activities are carried out with a strong focus on promoting the principles of 3R - Reduce, Reuse, and Recycle – along with Renewable practices. We also strive to increase the use of recycled resources and reduce disposal costs. Moving forward, we will continue to reinforce these efforts to further reduce waste and promote sustainable resource utilization.

[Amount of Waste Generated and Recycled]

FY 2023	General Waste/ Business Waste (Unit: t)	Of Which, Recycled Amount (Unit: t)	Industrial Waste (Excluding Hazardous) (Unit: t)	Of Which, Recycled Amount (Unit: t)	Hazardous Waste (Unit: t)
A2 Healthcare Corporation (Tokyo HQ, Osaka Office)	15.32	9.29	1.618	0	0
A2 Healthcare Taiwan Corporation	1.35	0	0	0	0
Total	16.67	9.29	1.618	0	0

*Confidential documents disposed by dissolution are counted as general/ business waste.

*The US Boston Branch was established in March 2024, and is not included in FY 2023 data.

FY 2024	General Waste/ Business Waste (Unit: t)	Of Which Recycled Amount (Unit: t)	Industrial Waste (Excluding Hazardous) (Unit: t)	Of Which, Recycled Amount (Unit: t)	Hazardous Waste (Unit: t)
A2 Healthcare Corporation (Tokyo Head Office, Osaka Office, US Boston Branch (*1))	17.787	12.612	2.165	0	0
A2 Healthcare Taiwan Corporation	0.4	0	0	0	0
Total	18.187	12.612	2.165	0	0

*Values with four or more decimal places are rounded to the third decimal place.

*Confidential documents disposed by dissolution are counted as general/ business waste.

*(*1): Data for the US Boston Branch in FY 2024 covers the period from April to December.

4.6. DECARBONIZATION / ENERGY MANAGEMENT

4.6.1. RESPONSE TO CLIMATE CHANGE - TCFD RESPONSE

As part of our response to climate change, A2 Healthcare has begun disclosing information in accordance with the final recommendations of TCFD*.

*TCFD: Task Force on Climate-related Financial Disclosure

[Disclosure by A2 Healthcare under TCFD Recommendations]

Type of risk		Expected risk items	Description of expected risks
Risk associated with transition to low-carbon economy	Policy/legal and regulatory risk	<<Increase in prices related to greenhouse gas emissions>>	There is a risk that the cost of using energy will increase if carbon pricing systems such as carbon tax and emission rights transactions are introduced.
	Policy/legal and regulatory risk	<<Strengthening of obligation to report on the emission right>>	Currently, it is not included in the reporting obligation systems related to climate change that are specified by the national and local governments, and there is no impact. If there is an expansion of the scope of reporting obligations, establishment of a new energy-saving obligation system, etc., in the future, new costs may arise for operation improvement, equipment introduction, etc. depending on the degree of obligations. It is also possible for the costs of external audits to arise.
	Market risk	<<Changes in client behavior>>	There is a risk in which increased interest in risks caused by climate change and the spread of ESG investments and SDG values will change the behavior of stakeholders such as clients, business partners, and investors, and cause them to prefer companies that seem more sustainable.
	Reputation risk	<<Increase in concerns and negative feedback from stakeholders>>	There is a risk in which requests concerning climate change from clients, investors, and society will rapidly evolve, and in which our company's social reputation will be compromised if the response is delayed or the relevant disclosure is deficient.
Risk associated with physical changes due to climate change	Acute risk	<<Increase in severity and frequency of abnormal weather such as typhoons and floods>>	The business of our group is conducted at 2 bases in Japan, 1 overseas base, and 1 overseas subsidiary. Of these, approximately 90% of the employees operate in Japan. There is a risk of business interruption if an extreme weather phenomenon such as typhoon, flood, heavy rainfall disaster due to the impact of global warming, or damage caused by lightning strike results in suspension or disruption of the functions of transportation infrastructure or information infrastructure connecting with sales offices, clients, and business partners in Japan. In addition, the business of our group is labor intensive, and the reduction in the number of working days due to the impact of the above can be a risk of increasing the group's sales-labor cost ratio.
	Chronic risk	<<Increase in average temperature and sea level>>	There is a risk of decreased productivity due to frequent heat stroke or increased cost due to increased use of cooling as average temperature increases. Elevated sea level poses a risk of facility flooding. In the ASEAN area, there is a risk of chronic flood damage due to extreme heat and a prolonged rainy season associated with global warming.

Type of risk		Expected risk items	Countermeasures against expected risks	Probability of occurrence	Financial impact	Time of occurrence
Risk associated with transition to low-carbon economy	Policy/legal and regulatory risk	<<Increase in prices related to greenhouse gas emissions>>	In order to measure the impact on profitability if a new system is introduced, we started the calculation and management of CO2 emissions in FY 2024. We will expand the scope of calculation in the future, evaluate the degree of impact, and consider business plans.	High	Small	Medium-term
	Policy/legal and regulatory risk	<<Strengthening of obligation to report on the emission right>>	We have expanded the scope of calculation of CO2 emissions.	Low	Small	Medium-term
	Market risk	<<Changes in client behavior>>	Our company has established the Sustainability Office, Corporate Management Division as the department in charge of promoting our measures. In addition, we strive to understand the issues arising from climate change and the needs and expectations of stakeholders arising from its impacts in accordance with the requirements of "4. Context of the Organization" in ISO9001.	Low	Medium	Medium-term
	Reputation risk	<<Increase in concerns and negative feedback from stakeholders>>	Our company strives to understand our client needs based on a request for information (RFI) from clients and the results of client satisfaction surveys. In addition, we take actions in accordance with the evaluation framework of several ESG evaluation companies at the Sustainability Office, Corporate Management Division. If it is considered necessary to further improve the status of our company's initiatives, countermeasures are report to and consulted with the management, and measures are taken successively.	Low	Medium	Short-term or medium-term
Risk associated with physical changes due to climate change	Acute risk	<<Increase in severity and frequency of abnormal weather such as typhoons and floods>>	We are promoting the strengthening of the foundation of our system infrastructure against these risks, and taking measures so that there will be no substantial disruption of function even if a base is affected by a disaster. In addition, we have established a system that enables all employees to conduct remote work in an emergency, and a system that enables them to meet clients remotely and conduct due diligence, etc. to reduce risks in the event of a disaster. All the bases also regularly deploy stockpiles and implement evacuation drills in the event of a disaster.	Low	Small	Short-term
	Chronic risk	<<Increase in average temperature and sea level>>	We will strive to mitigate the occurrence as much as possible by also educating our company's supply chain about our environmental initiatives.	Low	Medium	Long-term or medium-term

4.6.2. COMMITMENT TO DECARBONIZATION

By FY 2023, A2 Healthcare achieved 58.41% reduction in Scope 2 greenhouse gas emissions (equivalent to 277.18 tCO2e) compared to FY 2019.

** This figure was calculated based on market-based standards.*

The FY 2019 data were derived from energy consumption reported to our parent company, ITOCHU Corporation

Reduction rate = (CO2 emissions in FY 2019 - CO2 emissions in FY 2023) ÷ CO2 emissions in FY 2019 × 100

Final values were rounded to the third decimal place.

Regarding Scope 1 emissions, A2 Healthcare does not directly emit greenhouse gases from its own facilities, as our business do not involve fuel combustion processes and we do not own company vehicles.

[Energy Consumption: Power Consumption]

	FY 2023 (Unit: kWh)	FY 2024 (Unit: kWh)
A2 Healthcare Corporation (Tokyo Head Office) TEPCO Energy Partner	273,911	257,605
A2 Healthcare Corporation (Osaka Office) Kansai Electric Power	119,279.37	116,744.06
A2 Healthcare Corporation (US Boston Branch (*1))	-	1,344.23
A2 Healthcare Taiwan Corporation	78,470	150,197.32
Total	471,660.37	525,890.61

*Values with three or more decimal places have been rounded to the second decimal place.

*(*1): The US Boston Branch was established in March 2024, and is not included in FY 2023 data.
Data for FY 2024 covers the period from April to December.

[Renewable Energy Consumption]

	FY 2023 (Unit: kWh)	FY 2024 (Unit: kWh)
A2 Healthcare Corporation (Tokyo Head Office) TEPCO Energy Partner	0	0
A2 Healthcare Corporation (Osaka Office) Kansai Electric Power	0	0
A2 Healthcare Corporation (US Boston Branch (*1))	-	0
A2 Healthcare Taiwan Corporation	0	0
Total	0	0

*(*1): The US Boston Branch was established in March 2024, and is not included in FY 2023 data.
Data for FY 2024 covers the period from April to December.

[Greenhouse Gas (GHG) Emissions: Scope 2] *Calculation based on market standards

	FY 2023 (Unit: tCO2e)
A2 Healthcare Corporation (Tokyo Head Office) TEPCO Energy Partner	106.83
A2 Healthcare Corporation (Osaka Office) Kansai Electric Power	51.77
A2 Healthcare Corporation (US Boston Branch (*1))	-
A2 Healthcare Taiwan Corporation	38.76
Total	197.36

*Final values rounded to the second decimal place.

*Emission factors: we used the market standard values of TEPCO Energy Partner and Kansai Electric Power for Japan, and the values published by the Energy Administration for Taiwan.

*(*1): The US Boston Branch was established in March 2024 and is not included in FY 2023 data.

[Greenhouse Gas (GHG) Emissions: Scope 3]

	FY 2023 (Unit: tCO2e)
Category 1: Purchased products/services	3,376.92
Category 2: Capital goods	550.47
Category 3: Fuel- and energy-related activities not included in Scopes 1 and 2	32.18
Category 4: Transportation and distribution (upstream)	174.36
Category 5: Waste generated from the business	13.17
Category 6: Business trips	1,079.11
Category 7: Employee commuting	207.70
Category 8: Leased assets (upstream)	18.07
Category 9: Transportation and distribution (downstream)	Not applicable
Category 10: Processing of marketed products	Not applicable

Category 11: Use of marketed product	Not applicable
Category 12: Disposal of products sold	Not applicable
Category 13: Leased assets (downstream)	Not applicable
Category 14: Franchise	Not applicable
Category 15: Investment	Not applicable
Total	5,451.96

*Total includes emissions from both A2 and A2TW.

*Final values rounded to the second decimal place.

*The US Boston Branch was established in March 2024 and is not included in FY 2023 data.

4.6.3. ENERGY-SAVING INITIATIVES SO FAR

To reduce electricity consumption In our offices, A2 Healthcare has encouraged building owners to switch from fluorescent lighting to LEDs. This initiative was successfully implemented at the Tokyo Head Office in October 2022. Additionally, the expansion of remote work has contributed to a reduction in Scope 2 greenhouse gas emissions – those associated with the indirect use of electricity and heat supplied by external providers. We have also taken steps to reduce paper usage. Through internal paperless initiatives, we have decreased the volume of copy paper purchased. Furthermore, by promoting digital transformation(DX), we continue to reduce the number of printed pages across the organization.

4.6.4. FURTHER ENERGY-SAVING MEASURES

As the transition to energy-efficient equipment has largely been completed, future efforts will be linking "workstyle reform" – such as the expansion of remote work - to further energy savings.

- Reviewing workstyles and promoting effective use of remote work, and encouraging seasonal energy-saving practices such as Cool Biz and Warm Biz
- Streamlining operations across the entire group
- Considering the introduction of renewable energy sources

We are currently calculating Scope 3 greenhouse gas emissions for FY 2024,which represent indirect emissions from other companies related to our business activities. Based on the results, we will actively promote emission reduction efforts.

Looking ahead, under the guidance of the Sustainability Committee all employees will collaborate to reduce greenhouse gas emissions across Scopes 1, 2, and 3, - including those generated by our business partners.

4.7. ENVIRONMENTAL POLLUTION PREVENTION

Due to the nature of our business, our company does not emit specified chemical substances or volatile organic compounds (VOC) that may cause air pollution. However, we recognize the importance of managing such emissions and closely monitor whether any business activities could potentially lead to their release.

4.8. PROTECTION OF WATER RESOURCES (WATER SECURITY*)

In recent years, global concerns over water scarcity have identified due to the impacts of climate change and other factors.

Although A2 Healthcare does not engage in operations that consume large volumes of water and does not have facilities in regions with high water risk, we consider the responsible use of water resources to be essential.

We will continue to monitor water usage trends and remain committed to using water efficiently.

(*) Water consumption is calculated based on the ratio of our leased office space to the total area of the buildings we occupy.

[Water Usage]

	FY 2023 (Unit: m^3)	FY 2024 (Unit: m^3)
A2 Healthcare Corporation (Tokyo Head Office, Osaka Office, US Boston Branch (*1))	3,083.24	2,721.19
A2 Healthcare Taiwan Corporation	552	959
Total	3,635.24	3,680.19

*Values with three or more decimal places have been rounded to the second decimal place.

*Only tap water is used, and calculation assume tap water = sewage.

*(*1): The US Boston Branch was established in March 2024 and is not included in FY 2023 data.

Data for FY 2024 covers the period from April to December.

4.9. BIODIVERSITY CONSERVATION

A2 Healthcare does not operate in or near regions with ecosystems requiring urgent protection, and our business activities do not have direct impact on biodiversity. Nevertheless we remain committed to avoiding any actions that could harm and will continue to act with care to prevent it.

4.10. FORESTS PROTECTION

While A2 Healthcare does not engage in business activities that involve significant deforestation or the transformation of natural ecosystems, we recognize the importance of forest conservation. We will continue to ensure that our operations do not contribute to large-scale deforestation or ecosystem disruption.

4.11. MEASURES REGARDING PLASTICS

Although A2 Healthcare does not manufacture or sell plastic-based products, we do use such products in our operations. Recognizing that plastic waste poses a serious threat to ecosystems and the environment, we believe it is essential to use and dispose of plastic products responsibly. Guided by the core principles of the “Plastics Resource Circulation Act” - 3R + Renewable (3R refers to Reduce, Reuse, and Recycle; Renewable refers to the use of sustainable resources) - we are committed to reducing the use of petroleum-derived virgin plastics.

5. SOCIETY

5.1. QUALITY POLICY

5.1.1. QUALITY POLICY

Since May 1, 2017, A2 Healthcare has worked to ensure, maintain, and continuously improve the quality of its services through the establishment of the “QMS Policy”, which outlines our approach to quality management system (QMS). To enhance understanding that this policy represents a company-wide commitment to quality initiatives, we redefined and officially established it as the “Quality Policy” on May 1, 2025.

<Quality Policy>

A2 Healthcare Co., Ltd. establishes and operates a quality management system that includes the following processes, based on the corporate philosophy of “All efforts for patients, All professional work for clients.” We strive for continuous improvement in “Improvement of

Quality," "Improvement of Productivity," and "Improvement of Customer Satisfaction" with the aim of contributing to the advancement of pharmaceuticals and healthcare in the field of life sciences and healthcare, as well as to the improvement of the quality of life for all individuals.

- Observances of compliance
- Developing and fostering professional human resources
- Continuous improvement of business process
- Realization of client needs
- Continuous improvement of the quality management system

[Quality Policy]

5.2. JOB SATISFACTION

5.2.1. APPROACH AND INITIATIVES

A2 Healthcare clearly states in the "A2 Group Charter of Corporate Behavior" its commitment to creating a workplace environment where employees find meaning and satisfaction in their work. We respect the diversity, individuality, and character of employee, and actively support their development to help them realize their full potential. Recognizing "employees" as a key driver of business growth, we invest in their careers, capabilities and well-being. Through these efforts, we are accelerating initiatives to build a workplace where everyone can truly feel empowered, engaged, and fulfilled.

5.2.2. COMMUNICATION WITH EMPLOYEES

Our company places great importance on open and transparent communication with its employees. We actively implement initiatives that encourage employee feedback, create opportunities to listen their voices, and foster an environment where peer-to-peer feedback is welcomed and valued.

We believe that providing a workplace where employees feel safe and supported, while promoting collaboration and mutual understanding across the organization, leads to greater job satisfaction for each employee.

5.2.2.1. INTRODUCTION OF GREAT PLACE TO WORK (GPTW)

To better understand the current status of job satisfaction and identify areas for improvement, we conducted the GPTW, or Great Place to Work survey. By listening to employees feedback through this survey and reflecting it on our workplace practices, we aim to create a workplace where all employees feels engaged, valued, and proud to work.

5.2.2.2. FOSTERING A FEEDBACK CULTURE

As part of our efforts to enhance job satisfaction, A2 Healthcare promotes the development of a feedback culture. We encourage employees to actively exchange feedback one another, driven by a genuine desire to support each other growth. This helps individuals gain a depper understanding of their strengths and areas for improvement, leading to skill enhancement. We believe that embedding a feedback culture within the organization strengthen trust within teams and contributes to improved overall performance.

5.2.2.3. ROUND TABLE DISCUSSIONS WITH THE PRESIDENT

Our company regularly provide opportunities for direct dialogue between the President and employees. Through the round table discussion, the President shares the company's values and culture directly with the employees, fostering a sense of unity across the organization. These sessions also allow employees to express their opinions and thoughts directly to senior management, and to receive messages and feedback from the President. We believe this helps employees better understand their roles and contributions, and enhances their sense of purpose and job satisfaction.

5.2.2.4. ESTABLISHMENT AND OPERATION OF THE EMPLOYEE ASSOCIATION

Our company has established an Employee Association with the aim of promoting company development through collaboration between employees and management, while maintaining and improving working conditions. The Employee Association serves as a bridge between employees and management, ensuring that employee voices are heard and reflected in corporate decision-making.

5.2.3. CAREER ADVANCEMENT OF EMPLOYEES

Our company supports the career autonomy of employees – empowering them to proactively shape their career paths based on personal aspirations and self-directed action.

We offer career training programs for new graduate employees in their first and second years, as well as for mid-career hires in their first year, to help them design their career plans early in their journey with the company.

5.2.3.1. CAREER DOCK SYSTEM

Since FY2023, A2 Healthcare has implemented the Career Dock System, which provides opportunities for employees to engage in dialogue with their supervisors. These conversations are designed to support each employee in developing and realizing a self-directed career vision.

5.2.3.2. JOB CHALLENGE SYSTEM

Our company has introduced the “Job Challenge System,” an open application-based internal transfer program for general employees. By offering opportunities for employees to choose their career paths based on their own initiative, we aim to foster motivation and promote autonomous career of development.

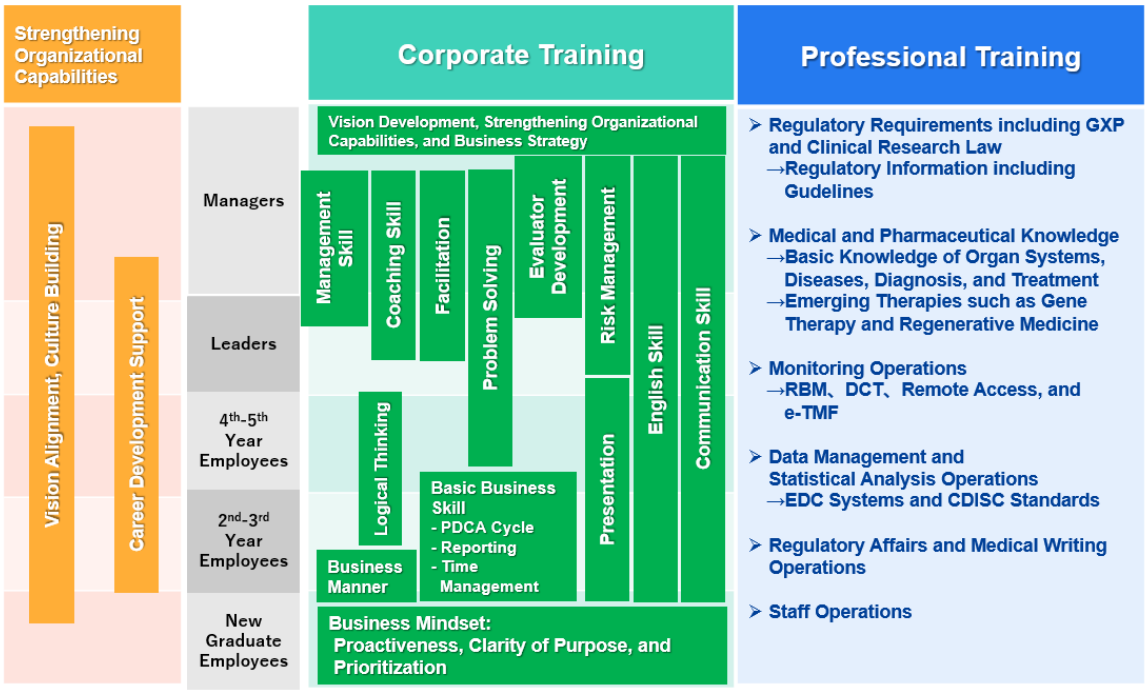
5.2.3.3. UTILIZATION OF TALENT MANAGEMENT SYSTEM

Starting in FY 2025, our company will launch a Talent Management System to visualize employee skills and experiences. This system will support appropriate development and placement, helping enhance employee motivation. By centrally managing information such as skills, experiences, and career visions, we aim to optimize talent allocation and job rotation, thereby increasing organizational flexibility and responsiveness.

5.2.4. HUMAN RESOURCE DEVELOPMENT

We offer two main types of training programs: “corporate training”, which aims to enhance the shared competencies of all employees, and “professional training”, which focuses on employees with knowledge and skills necessary to perform their operations and maintain or improve the quality of operations. In addition, we have established the Expert System to cultivate professionals with advanced expertise in monitoring operations. Under this system, individuals who meet defined criteria for expertise in seven specified areas are evaluated and certified across three levels of Expert Classes. To obtain expert certification, candidates must demonstrate a broad and deep understanding of their specialization, as well as pu-to-date knowledge and relevant information. To support this, we provide a range of specialized education programs tailored to each area, including foundation training, continued training led by medical specialists, journal reading sessions, and participation in academic conferences both in Japan and overseas.

[Talent Development Framework of A2 Healthcare]



[Expert Certification Program]

5.2.5. PERSONNEL EVALUATION

Our company have established a fair and transparent evaluation system to foster an environment where every employee can fully demonstrate their capabilities. The system is built around two components: Management by Objectives (MBO) and Activity Evaluation. MBO assesses the degree to employees achieve goals that are aligned with the organizational performance, as set at the beginning of each evaluation period. Activity Evaluation focuses on the extent to which fulfill the responsibilities expected for their grade and job type, as well as how effectively the demonstrate behaviors that contribute to realizing the company vision. The evaluation results are utilized to support employee's career development and skill enhancement and, are also reflected in decisions regarding compensation and promotion. Through evaluation interviews, supervisors and employees

engage in dialogue and provide feedback, helping to boost motivation and foster continuous growth.

5.2.6. RECRUITMENT

Human resources are the foundation of our services and solutions. Each year, we conduct new graduate recruitment targeting university and graduate school students, with many recruits coming from pharmaceutical sciences and other science fields. As a result, we attract a large number of highly specialized professionals. In addition to new graduates, we actively pursue career recruitment of individuals with industry experience who can contribute immediately. We also welcome mid- career candidates from outside the industry, embracing professionals with diverse backgrounds.

A2 Healthcare does not employ children (*), nor do we permit child labor.

(*) Children: Persons under the age of 15, or those who have not yet completed compulsory education, whichever is higher.

[Changes in the Number of New Graduate and Career Recruits] *The number of employees tabulated for each fiscal year from April 1 to March 31.

Fiscal year	Number of employees by gender (persons)							Career recruitment ratio (%)
	New graduates			Career			Total of new graduates and careers (persons)	
	Male	Female	Subtotal	Male	Female	Subtotal		
FY 2024	33	38	71	27	35	52*	123	42
FY 2023	30	40	70	17	52	69*	139	50
FY 2022	15	24	39	21	26	47	86	54

*The number of employees tabulated for each fiscal year from April 1 to March 31.

*Career recruit numbers for FY 2023 and FY 2024 include employees transferred due to business transfer.

5.3. HEALTH AND SAFETY

5.3.1. OUR APPROACH TO HEALTH AND SAFETY

A2 Healthcare clearly states in the “A2 Group Charter of Corporate Behavior” its commitment to create a safe and healthy work environment where employees can thrive both physically and mentally.

5.3.2. HEALTH INITIATIVES

As a company engaged in the fields of healthcare and pharmaceuticals, we implement a variety of initiatives aimed at maintaining and improving employee health, with a focus on both prevention and treatment.

5.3.2.1. PROMOTING MEDICAL EXAMINATION

We aim of achieve a 100% participation rate in health checkups and conduct follow-ups to encourage employees to undergo medical examinations.

[Changes in Medical Examination Rate]

Office	FY 2022	FY 2023	FY 2024
Tokyo Head Office (%)	97.5	97.2	98.8
Osaka Office (%)	93.6	98.3	99.1

*The number of employees tabulated for each fiscal year from April 1 and March 31.

*Figures are rounded to the nearest second decimal place.

5.3.2.2. MEASURES AGAINST CANCER

Colorectal cancer has a high mortality rate among both men and women (2022 cancer mortality statistics: No.1 for women and No.2 for men), with incidence rate tending to rise from the age of 50 onward. To support early detection of colorectal cancer and other related diseases, starting in 2024, we have introduced company-funded colonoscopy as an optional health checkups for employees aged 50 and above.

5.3.2.3. INITIATIVES FOR MENTAL HEALTH

To prevent mental health issues, we conduct annual stress checks for all employees, aiming for a 100% participation rate. In FY 2024, the participation rate reached 98.8%. The results of stress checks are shared with each individual, and employees who wish to do so may consult with an occupational physicians. These efforts are part of our commitment to reducing the risk of mental health problems. In FY 2024, the proportion of employees identified as having high stress was 6.6%, a decrease from 8.9% in FY 2023. Additionally, we provide mental health training by occupational physicians and follow-up sessions by specialists for new employees at the time of joining the company.

[Trends in Stress Check-related Data]

Data item (Percentage)	FY 2022	FY 2023	FY 2024
Stress Check Response Rate (%)	96.5	99.4	98.9
High Stress Rate (%)	8.4	8.9	6.6

* Figures are rounded to the nearest second decimal place.

5.3.2.4. WORKING HOURS MANAGEMENT

To safeguard employees health, we strictly monitor working hours on a monthly basis. Specifically, we aggregate monthly overtime hours and report trends and patterns to senior management and organizational managers. We also conduct checks to ensure alignment with actual working conditions and raise employee awareness to prevent discrepancy. In addition, we designate specific days to promote the use of paid leave and encourage employees to take their annual paid vacation.

[Trends in Annual Total Working Hours]

	FY 2022	FY 2023	FY 2024
Annual Total Working Hours (hours)	1,996,863	2,044,093	2,170,280

*Target group: Directly employed staff (including full-time, fixed-term, contract, and staff employees).

*The data was tabulated for each fiscal year from April 1 to March 31.

*Figures are rounded to the nearest first decimal place.

[Paid Leave Utilization Rate]

	FY 2022	FY 2023	FY 2024
Paid Leave Utilization Rate (%)	78.7	76.3	73.3

*Figures represent the percentage of paid leave taken as of March 31 of each fiscal year.

*Figures are rounded to the nearest second decimal place.

5.3.3. SAFETY INITIATIVES

To foster a safe workplace environment, we implement the following initiatives:

5.3.3.1. OPERATION OF THE HEALTH AND SAFETY COMMITTEE

In accordance with the Industrial Safety and Health Act, we have established a Health and Safety Committee to promote a safe and healthy work environment through collaboration between labor and management. The Committee meets monthly to discuss topics such as on the prevention of workplace accidents and the maintenance and improvement of employee health.

[Trends in the Number of Work-related Accidents]

Type of Accident	FY 2022	FY 2023	FY 2024
Number of Industrial Accident Cases (persons)	0	1	1
Number of Commuting Accident Cases (persons)	0	2	0

*The data was tabulated for each fiscal year from April 1 to March 31.

5.3.3.2. IMPLEMENTATION OF DISASTER PREVENTION DRILLS

To ensure employee safety, we regularly conduct disaster prevention drills and have introduced a safety confirmation system. These measures enable us to promptly confirm and secure employee safety, enhance the organization’s overall disaster response capabilities, and minimize disruption in the event of an emergency.

5.4. HUMAN RIGHTS

5.4.1. OUR APPROACH TO HUMAN RIGHTS

Our company established the “Human Rights Policy” on June 1, 2024, and the “A2 Group Charter of Corporate Behavior” on April 1, 2025. We respect the human rights of each employee and stakeholder, including our business partners, and are committed to creating a workplace free from discrimination and harassment.

<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 exectives 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 Labor 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.

5.4.2. RECRUITMENT OF HUMAN RESOURCES

Our company conducts fair and impartial recruitment for all applicants, regardless of race, gender, religion, nationality, age, or other attributes. We actively utilize a variety of recruitment channels and interview methods to reach individuals from diverse backgrounds. To ensure fairness in the selection process, we have appointed and registered a Fair Recruitment and Human Rights Awareness Promoter and have established a fair and transparent recruitment system.

5.4.3. MEASURES AGAINST HARASSMENT

We provide awareness and education to our employees to ensure they can contribute to the workplace with a sense of fulfillment, free from harassment such as power harassment and sexual harassment. In addition, we promote a supportive work-life balance system for employees who are pregnant or engaged in childcare or nursing care, encouraging the appropriate use of available programs. We also emphasize the importance of reviewing workplace operations, task distribution, and workstyles across the organization to foster a more inclusive and adaptable working environment.

5.5. DIVERSITY, EQUITY & INCLUSION (DE & I)

5.5.1. BASIC APPROACH

In accordance with the “A2 Group Charter of Corporate Behavior”, A2 Healthcare respects diversity and strives to create an environment where all employees can thrive fairly, regardless of nationality, race, age, gender, beliefs, social status, or disability. We also provide a flexible working environment that supports employees in balancing work with life events such as childcare and nursing care, including smooth transitions back to work. By ensuring that every employee has equal opportunities to take on challenges and grow through their work, we help them leverage their unique backgrounds to contribute meaningfully to the organization.

5.5.2. FEMALE PARTICIPATION

At our company, we are committed to creating an environment where women can fully demonstrate their abilities without having interrupt their careers.

5.5.2.1. PERCENTAGE OF FEMALE MANAGERS

We have set specific targets to increase the proportion of women in management positions and are actively working toward achieving them. (Target: Women to account for 40% or more of all management roles).

[Female Ratio Data for Managers and Officers]

Fiscal Year	All Employees			Managers			Officers		
	Total (persons)	Female (persons)	Ratio (%)	Total (persons)	Female (persons)	Ratio (%)	Total (persons)	Female (persons)	Ratio (%)
FY 2024	1,162	739	63.6	158	58	36.7	1	0	0
FY 2023	1,106	711	64.3	153	51	33.3	1	0	0
FY 2022	1,030	654	63.5	142	47	33.1	2	0	0

*All employees refer to direct hires of the company, including full-time, fixed-term, contract, and staff employees.

*Managers are defined as employees who hold a certain grade level or higher within the company.

*The percentage are tabulated based on data as of March 31 of each fiscal year.

*The ratio of female is rounded to the nearest second decimal place.

[Gender Wage Gap Data]

Employment Categories	FY 2022	FY 2023	FY 2024
All employees (%)	89.7	85.2	85.9
Regular employees (%)	85.8	87.6	87.0
Fixed-term employees (%)	109.7	47.9	80.6

*The calculation method is “Average annual income of female employees ÷ Average annual income of male employees.”

* The ratio is rounded to the nearest second decimal place.

5.5.3. BALANCING WORK WITH CHILDCARE AND NURSING CARE

Our company is committed to creating an environment where employees can successfully balance their work with childcare and nursing care.

5.5.3.1. REALIZATION OF FLEXIBLE WORKSTYLE

We have established systems that allow employees to work flexibly according to their childcare and nursing care needs. These include remote work, full flextime, and optional four-day workweek system. Through these initiatives, we provide an environment that supports a healthy balance between work and family life.

5.5.3.2. ENHANCEMENT OF LEAVE AND TIME-OFF SYSTEM

We have developed a range of leave and time-off systems related to childcare and nursing care, including short working hours. These system s help that employees with caregiving responsibilities can continue to work with peace of mind.

5.5.3.3. PROMOTION OF PATERNITY LEAVE

To encourage not only women but also men to take childcare leave, we have set a target for the male childcare leave acquisition rate are actively promoting awareness within company. We are also working to create a workplace environment that makes it easier for male employees to take childcare leave. Through these efforts we support male employees in actively participating in childcare and achieving a better work-life balance.

(Target : Childcare leave acquisition rate for male employees 50% or more).

[Childcare/Nursing Care Leave Acquisition Rate / Return to Work Rate Data]

Number and ratio of employees who took childcare leave	FY 2022			FY 2023			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Childcare leave, etc. (persons)	10	29	39	10	44	54	7	47	54
Acquisition rate of childcare leave, etc. (%)	58.8	100	84.8	50	100	84.4	58.3	100	91.5
Return to work rate after childcare leave, etc. (%)			94.9			100			100

* The data was tabulated for each fiscal year from April 1 to March 31.

*Childcare leave, etc. includes postpartum leave and childcare leave at birth (commonly referred to as paternity leave).

*The number of employees who took childcare leave refers to those who **started** childcare leave during the relevant fiscal year. The acquisition rate is calculated as the ratio of employees who started childcare leave during the fiscal year to the number of employees who gave birth (for male employees, this refers to those whose spouse gave birth)

* The return to work rate is calculated as the ratio of employees who returned to work during the fiscal year to those who completed their childcare leave during the same period.

.*The figures of the acquisition rate of childcare leave and the rate of return to work after childcare leave are rounded to the nearest second decimal place.

5.5.3.4. PROVISION OF OPPORTUNITIES FOR EMPLOYEE INTERACTION

We provide opportunities for employees to share and exchange information on various topics, including childcare and nursing care, fostering mutual understanding and support among colleagues.

5.5.4. EMPLOYMENT OF PEOPLE WITH DISABILITIES

We actively promote the recruitment of individuals with disabilities. Regardless of disability status, we assign roles based on each person's abilities and aptitudes, and support their growth so that every employee can build an autonomous and fulfilling careers.

5.5.5. UTILIZATION OF SENIOR HUMAN RESOURCES

To make full use of the valuable experience and advanced expertise of senior personnel even after retirement, we revised our post-employment system in 2023. As part of this revision, we significantly increase the annual income level for re-employed retirees compared to the previous system. Through these efforts, we aim to secure a sustainable workplace and drive organizational growth.

5.5.6. UTILIZATION OF FOREIGN NATIONAL HUMAN RESOURCES

With the rapid globalization of clinical studies, leveraging foreign national talent is becoming increasingly important for enhancing our competitiveness in the global market. Going forward, we plan to actively recruit skilled professionals from overseas and develop a workplace environment where foreign employees can work comfortably and thrive.

5.6. CONTRIBUTION TO SOCIETY

With a strong awareness that a company is a public entity within society, our company actively contribute to society through various initiatives. Our fundamental approach to social contribution is rooted in our Corporate Philosophy : "Contributing to the advancement of medicine and healthcare, and to the improvement of QOL for all people".

5.6.1. OUR APPROACH AND FRAMEWORK FOR SOCIAL CONTRIBUTION

In the development of pharmaceuticals, medical devices, regenerative medicine, and digital healthcare, we actively incorporate the voices of patients and citizens. Guided by the principle of "quality, for the sake of others", we strive to deliver better healthcare as swiftly as possible. We believe that Patient and Public Involvement (PPI) brings the following value:

- It provides companies with new perspectives and insights during development
- It leads to clinical development that places less burden on patients
- It helps make clinical studies more familiar to society and fosters greater interest in healthcare

To promote the participation of patients and citizens in clinical development, we collaborate with relevant companies to explore and support various initiatives, including those that connect companies with patients and citizens.

We are committed to valuing these voices and building a better future together by continuing our efforts to promote PPI. In parallel, we also implement initiatives for everyday social contribution.

5.6.2. SOCIAL CONTRIBUTION ACTIVITIES THROUGH PPI

We believe that deepen the mutual understanding between A2 Healthcare, our affiliated companies, and patients and citizens is essential for advancing clinical development together.

To help patients and citizens gain deeper insights into clinical development and empower them to participate, A2 Healthcare is engaged in the following initiatives:

- Support for the Osaka Oncology Seminar “Night School” and “Is it OK to Ask These Questions with Mr. Shinsuke Kasai on the web” .
  This seminar is collaborative effort between of A2 Healthcare, the NPO West Japan Oncology Group (WJOG), the NPO Kinki Promotion Network for Clinical Oncology, and the Cancer Information Website “ONCOLO” (operated by 3H clinical trial Co., Ltd.). Although focus on specifically on oncology, the seminar features lectures by opinion leaders on various diseases and provides easy-to-understand information on the latest trends in clinical studies. Our company supports the planning and helps operate the seminars.

***Top Left:**
Osaka Oncology Seminar – Night School Edition

***Top Right:**
Oncology Seminar hosted by “ONCOLO,” a cancer information platform

***Bottom:**
Osaka Oncology Seminar featuring a popular freelance TV announcer

- Co-sponsoring of “Rare Disease Day (RDD)”
  A2 Healthcare began sponsoring RDD in 2022. Through RDD events, we aim to help more people deepen their understanding of rare and intractable diseases, and to support the realization of a society where patients and their caregivers can live with peace of mind. RDD is a global initiative launched in Sweden in 2008 to improve the quality of life (QOL) of patients with rare and intractable diseases through better diagnosis and treatment. In Japan, events have been held annually since 2010 on the last day of February (February 29 in a leap years), in alignment with RDD’s mission.
- Volunteers Participation in Rare Disease Day 2025 RDD TOKYO
  On the Rare Disease Day, awareness activities were held at Tokyo Station, where seven employees from our company participated as volunteers. They helped guide visitors through the event and contributed to raising public awareness of rare diseases.
- Sponsorship of Remember Girl’s Power
  Our employees voluntarily participate in “Remember Girl’s Power”, one of Japan's largest charity live events, which aims to raise awareness of clinical studies for cancer and drug development targeting pediatric and AYA (Adolescent and Young Adult) generations (aged 15 to 39 years).

5.6.3. SOCIAL CONTRIBUTION ACTIVITIES ON A DAILY BASIS AND THOSE THROUGH OUR PARENT COMPANY

A2 Healthcare engages in social contribution activities not only through clinical development, but also in various other ways as part of daily operations.

5.6.3.1. ECO-CAP COLLECTION AND USE OF CHARITY VENDING MACHINES SUPPORTING CHILD CHEMO HOUSE

Throughout our PET bottle cap collection activities, we contribute to reducing greenhouse gas emissions via recycling, promoting material reuse, and supporting vaccine donations.

We have also installed vending machines that dominate 2-yen per purchase to support child chemo house, a facility that provide care for children and young adults with medical needs, including pediatric cancer, and their families,.

5.6.3.2. PARTICIPATION IN ITOCHU BASEBALL CLASS AND DONATION OF SUPPORT ITEMS

The ITOCHU Baseball Class is a sustainability initiative by ITOCHU Corporation that has been held annually since 2007. It aims to promote “Barrier-free minds” and foster the “Development of the next generation,” by enabling children with disabilities enjoy playing baseball alongside ITOCHU employees.

This year, two A2 Healthcare employees participated in the event. We also donated 100 eco-bags as part of our support.

5.6.3.3. DONATION TO THE ITOCHU MEMORIAL FOUNDATION

The “Waiwai Bunko” program by the ITOCHU Memorial Foundation is an initiative to promote to access to digital books by donating them to schools, libraries, medical institutions, and other organizations across Japan.

Through annual donations, A2 Healthcare supports reading opportunities for children with disabilities who face challenges in reading printed books.

6. EXTERNAL ASSESSMENTS

In line with our Sustainability Policy, A2 healthcare has been engaged in variety of initiatives. Below are the external evaluations we have received.

6.1. ECOVADIS

EcoVadis provides a platform for the comprehensive assessment of corporate social responsibility and sustainability. It evaluates a wide range of management areas - including “environment,” “labor and human rights,” “ethics,” and “sustainable material procurement” – based on their relative importance, taking into account factors such as company size, location, and industry.

A2 Healthcare has been submitting data to EcoVadis annually since 2023.

EcoVadis: https://ecovadis.com/ja/

6.2. CDP

CDP is a non-profit organization that operates a global disclosure system to help companies, municipalities, and other entities manage their environmental impact. It serves as a platform for disclosing information specifically related to environmental issues, such as greenhouse gas emissions and climate change initiatives.

A2 Healthcare has been submitting data to CDP annually since 2023.

CDP: https://www.cdp.net/ja

6.3. SBT

SBT stands for “Science Based Targets,” which refer to greenhouse gas (GHG) emission reduction goals set in line with the Paris Agreement. These targets are certified by Science Based Targets initiative (SBTi).

SBTi is a global collaboration among organizations and companies committed to setting science-based climate goals. It is jointly led by the Worldwide Fund for Nature (WWF), CDP, the World Resources Institute (WRI), and the United Nations (UN) Global Compact.

SBTi encourages companies to set specific and realistic long-term GHG reduction targets, with the overarching goal of limiting the rise in global average temperature to “1.5ºC above pre-Industrial levels ” by 2050.

A2 Healthcare applied for SBT certification in February 2025 and received official approval on April 30, 2025. The company has been publicly listed as a “Target set” organization since May 29, 2025.

- Notice Regarding Acquisition of ‘SBT’ Certification, International Certification for Greenhouse Gas Emission Reduction Targets

SBT: https://sciencebasedtargets.org/

6.4. KURUMIN CERTIFIATION

A2 Healthcare has been certified by the Minister of Health, Labor and Welfare under the “KURUMIN program”, recognizing our active support for childcare.

*What is “KURUMIN”?

KURUMIN is a certification system established by Japan’s Minister of Health, Labor and Welfare. It recognizes companies as “childcare support organizations” when they meet specific criteria for helping employees – particularly women - balance work and parenting responsibilities.

6.5. CERTIFICATION AS A “GREAT PLACE TO WORK” (GPTW)

In August 2024, A2 Healthcare was certified as a “Great Place to Work” by GPTW.

The “Great Place to Work Survey” conducted by GPTW evaluates workplace satisfaction. It involves questionnaire for both employees and the organization, and companies that meet or exceed a certain benchmark are officially recognized as “Great Places to Work.”

A2 Healthcare|Great Place To Work® Institute Japan (hatarakigai.info)

6.6. ISO9001: 2015 CERTIFICATION

Since September 2005, A2 Healthcare has maintained ISO9001: 2015 certification at both its Tokyo Head Office and Osaka Office. The most recent recertification was completed in July 2023, and a surveillance audit (maintenance review) is scheduled for FY2025.

*What is “ISO9001”?

ISO9001 is one of the international standards that defines the framework for organizations to constantly deliver products and services that meet the quality expectations of customers and society.

7. Corporate Profile

7.1. CORPORATE PROFILE OF A2 HEALTHCARE (AS OF APRIL 1, 2025)

Established: July 2003

Capital: 100 million yen

Number of employees: 1,263

*All employees refer to direct hires of the company, including full-time, fixed-term, contract, and staff employees.

Head Office: Sumitomo Fudosan Korakuen Bldg., 1-4-1, Koishikawa, Bunkyo-ku, Tokyo

Osaka Office: Honmachi Fuji Bldg., 1-4-12, Utsubohommachi, Nishi-ku, Osaka

US Boston Branch: CIC Cambridge – One Broadway 14th Floor, Cambridge, MA 02142

Description of Business Line: Clinical development, Post-marketing Surveillance and clinical research services for development of pharmaceutical, medical devices, cellular and tissue-based products and vaccines

Shareholder Composition: ITOCHU Corporation (100%)

<Members of the Board of Director and Corporate Auditor>

President and CEO	Hitoshi Kamiya
Member of the Board (part-time)	Kimihiko Takabe
Member of the Board (part-time)	Hiroyuki Kodama
Corporate Auditor (part-time)	Masato Suganuma
Executive Officer	Kenji Narimatsu
Executive Officer	Sadatoshi Naito

7.2. CONSOLIDATED SUBSIDIARY (AS OF APRIL 1, 2025)

A2 Healthcare Taiwan Corporation

Established: June 25, 2012

Capital: 7 million Taiwan dollars

Number of employees: 76

Head Office: 7F., No. 172-1, Sec. 2, Keelung Rd., Da'an Dist., Taipei City

Description of Business Line: Clinical development, Post-marketing Surveillance and clinical research services for development of pharmaceutical, medical devices, cellular and tissue-based products and vaccines

Shareholder Composition: A2 Healthcare Corporation (100%)

Composition of Directors

Chairman of the Board	Sadatoshi Naito
General Manager	Simon Hu

7.3. NUMBER OF A2 HEALTHCARE EMPLOYEES (AS OF APRIL 1, 2025)

1,263

7.4. HISTORY OF A2 HEALTHCARE

A2 Healthcare was established in July 2003 as a spin-off from CRC Solutions Corporation (currently called ITOCHU Techno-Solutions Corporation), an IT company, and has since developed clinical trial services centered on data analysis and data management.

1969	Started clinical trial services centered on statistical analysis at CRC Solutions Corporation (currently called ITOCHU Techno-Solutions Corporation)
1990	Started data management business
1997	Entered monitoring business. Expanded business as a full-scale CRO
2001	Started clinical IT services (development of EDC)
July 2003	Spun off CRC Solutions Corporation (currently called ITOCHU Techno-Solutions Corporation) into a separate company as ACRONET Corporation
April 2005	Positioned as the core life-science business of the ITOCHU Group due to capital participation in ITOCHU Corporation
October 2008	Acquired a monitoring business from Iberica CRD affiliated with Iberica Holdings Co., Ltd.
November 2014	A2 Healthcare Corporation, a company set up by split clinical development business from ASKLEP Inc. and ACRONET Corporation merged. A2 Healthcare Corporation started its operations as the newly integrated company.

January 2017	Acquired the CRO business of former Bell Medical Solutions, Inc. (former BI Medical, Inc., merged with BELLSYSTEM24, Inc. on November 1, 2019) by absorption-type company split. BELLSYSTEM24 Holdings, Inc. has also acquired a part of stake in the new entity.
July 2022	Acquired and wrote off shares held by BELLSYSTEM24 Holdings and became a wholly owned subsidiary of ITOCHU Corporation.
November 2024	Acquired CRO business from SRL Medisearch Inc., a consolidated subsidiary of H.U. Group Holdings, Inc. and SRL, Inc.

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Designing the Next Chapter of A2

A2 Healthcare Corporation

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