

## Sustainability Action Guidelines for Supply Chains

A2 Healthcare Corporation (hereinafter referred to as “the Company”) hereby establishes this Supply Chain Sustainability Code of Conduct based on the A2 Healthcare Group Corporate Code of Conduct and the A2 Sustainability Policy, in order to address various aspects of sustainability—including human rights, labor, environment, and fair business practices—throughout its supply chain in the course of its business activities.

In accordance with this Code, the Company will communicate its approach to suppliers, encourage their understanding and implementation of the items outlined below, and promote responsible corporate behavior throughout its business operations.

Furthermore, as a member of the ITOCHU Group, the Company will comply with the [ITOCHU Corporation Supply Chain Sustainability Code of Conduct](#).

1. Respect the human rights of employees and refrain from inhumane treatment, including discrimination, harassment, and abuse such as corporal punishment.
2. Do not engage in forced labor or child labor. Do not employ children below the minimum legal working age.
3. Do not discriminate in employment based on gender, race, nationality, religion, or other attributes.
4. Comply with statutory minimum wage requirements and strive to pay living wages. Do not make unjust wage deductions.
5. Respect employees’ rights to freedom of association and collective bargaining to facilitate smooth labor-management discussions regarding working conditions and environments.
6. Comply with legal limits and appropriately manage working hours, holidays, and leave. Prohibit excessive overtime work.
7. Strive to provide a safe, hygienic, and healthy working environment for employees.
8. Conserve the global environment and consider the impact on environmental issues by striving to reduce the use of energy, water, and other resources, as well as greenhouse gas emissions and waste.
9. Ensure appropriate quality of services provided and strive to maintain information security through proper information management.
10. Comply with relevant domestic and international laws and regulations and thoroughly prevent unfair business practices including conflicts of interest, anti-competitive behavior, coercion, and bribery.

11. Appropriately disclose sustainability-related information, including the items listed above, and promote communication with various stakeholders.

President & CEO  
Hitoshi Kamiya

Established on October 1, 2025