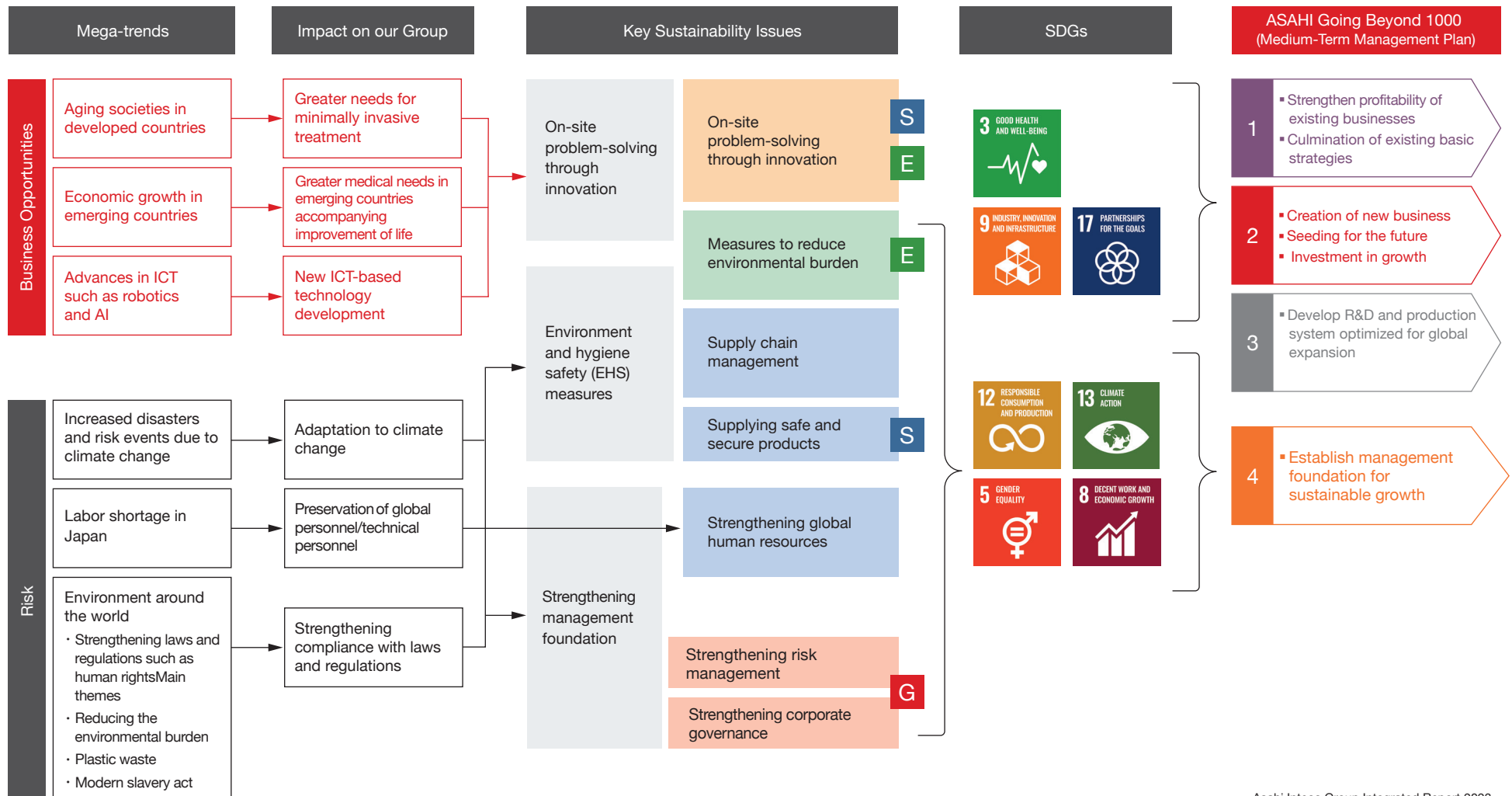


Environmental Awareness and Key Issues (Materiality)

Considering the impact that the business environment may have on Asahi Intecc Group, we have examined key issues regarding sustainability.

We aim to realize the sustainability of society and our Group by addressing these key issues in terms of both growth strategy and strengthening of the management base.



Initiatives and Progress on Key Issues (Materiality)

The following is Asahi Intecc Group's efforts, indicators, and results for each key issue.

Key Issues		Efforts	Indicators and Results
On-site problem-solving through innovation	On-site problem solving through innovation (→ See page 57)	<ul style="list-style-type: none"> Developing products that reduce the physical, emotional, and economic burden on patients (Medical Division) Developing products to meet customers' needs (Device Division) Cooperating with sites Strengthening R&D structure Improving technical expertise (technical strategy/IP strategy) Strengthening global production system Promotion of DX 	Improving healthcare and people's QOL around the world Number of patients saved by Asahi Intecc's products (based on our estimate) : 3.54 million per year <ul style="list-style-type: none"> Ratio of R&D expenses to sales: 10.8% Number of patents/design rights owned: 806 Equipment investment: 14,456 million yen
Environment and hygiene safety (EHS) measures	E Measures to reduce the environmental burden (→ See page 79)	<ul style="list-style-type: none"> Promotion of efforts to reduce CO₂ emissions and use of renewable energy Implementing environmental protection activities at each site, including community cleanup activities 	<ul style="list-style-type: none"> Scope 1 + 2 reduction targets → 30% reduction by 2030 compared to FYE June 2022 Scope 3 reduction target → Maintain the level of emissions per unit of sales for FYE June 2023
	S Supply chain management (→ See page 86)	<ul style="list-style-type: none"> Compliance with laws, regulations and social norms based on "Asahi Intecc Group Procurement Policy" Auditing suppliers to maintain stable supply and high quality 	Establishing a stable global supply system
	Supplying safe and secure products (→ See page 88)	<ul style="list-style-type: none"> Development of quality assurance based on the "Quality Policy" based on the Group's common policy Acquisition of quality management system certification and acceptance of external audits 	
Strengthening management foundation	Strengthening global human resources (→ See page 66)	<ul style="list-style-type: none"> Human resources management (Penetration of human resources vision and human resource system reform) Creating a fulfilling workplace (Health management and diversity promotion) 	<ul style="list-style-type: none"> Ratio of foreign managers (global) *1 65.9% Ratio of female managers (global) *1 36.3% Ratio of female managers (Asahi Intecc only) *2 12.0% Employment ratio of new female graduates in technical positions 21.9%
	G Strengthening risk management (→ See page 114)	<ul style="list-style-type: none"> Response to large-scale disasters, BCP (Business Continuity Plan) Strengthening information security 	Business continuity based on safety and trust
	Strengthening corporate governance (→ See page 110)	<ul style="list-style-type: none"> Improving the effectiveness of the Board of Directors Establishment of Nomination and Remuneration Advisory Committee 	Enhancing diversity among directors (ratio of female directors: 16.7%)

*1 Calculated based on the managerial position criteria set forth in Asahi Intecc Group's rules and regulations.

*2 Calculated by applying the disclosure standards of the Annual Securities Report.