

Translation

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January 17, 2024
Alfresa Holdings Corporation

**Notice regarding Conclusion of Distributor Agreement between
Phonim Inc. and Alfresa Corporation
~ Further Supporting Physician Workstyle Reform through the CURA DX Solution
for Recruiting Healthcare Professionals ~**

Subsidiary Alfresa Corporation (head office: Chiyoda-ku, Tokyo; Representative Director & President: Yusuke Fukujin; hereafter “Alfresa”) and Phonim Inc. (head office: Chiyoda-ku, Tokyo; Representative Director & President: Hiroto Shishido; hereafter “Phonim”), concluded a distributor agreement on January 9, 2024.

1. Background and Purpose

In April 2024, medical institutions in Japan will adopt a bill related to workstyle reforms. This bill will set an upper limit on overtime worked by doctors at 960 hours per year.^{*1} Due to this bill’s adoption, many medical institutions are faced with the urgent issue of promoting the transition and sharing of tasks between doctors and healthcare provider,^{*2} including nurses. According to estimates by the Ministry of Health, Labour and Welfare, medical institutions will need to secure 2.1 million nurses, which is about 20% more than the current number, by fiscal 2040.^{*3} One key solution being recognized to tackle this issue is the presence of approximately 700,000 to 800,000 “potential nurses” who have temporarily left the workforce due to reasons such as childcare and caregiving.

The Alfresa Group has adopted the group management policy of “Contribution to local health and treatments” under its 22–24 Mid-term Management Plan: Leap into the Future, “An Evolving Healthcare Consortium,” and is actively working towards solving customer challenges by creating new value using digital tools.

Phonim is an IT startup, specializing in healthcare workstyle reform through its unique DX solution, “CURA.” Since 2023, Phonim has been providing a recruitment DX solution called “CURA” to match healthcare professionals, including potential nurses, with medical institutions, aiming to alleviate the shortage of nursing staff.

Recognizing that the broader adoption of “CURA” can contribute to addressing the challenges faced by medical institutions, Alfresa has entered into a distributor agreement with Phonim. Alfresa will introduce “CURA” to medical institutions to contribute to securing nursing staff, thereby supporting physician workstyle reform.

*1 Overview of Physician Workstyle Reform, Ministry of Health, Labour and Welfare

<https://www.mhlw.go.jp/content/10800000/001129457.pdf> (Japanese only)

*2 Healthcare Provider: Healthcare professionals other than physicians and dentists.

*3 Status of Securing Nurses, etc., Ministry of Health, Labour and Welfare

<https://www.mhlw.go.jp/content/10800000/001118192.pdf> (Japanese only)

Reference Document related to Status of Securing Nurses, etc., Ministry of Health, Labour and Welfare

<https://www.mhlw.go.jp/content/10800000/001101182.pdf> (Japanese only)

2. Details of the Healthcare Professionals Recruitment DX Solution “CURA”

“CURA” introduces short-term and part-time job opportunities in medical institutions to potential nurses. Individuals can gradually aim for a full-fledged return to work, starting with temporary or part-time jobs. In addition, online training tailored to the skills required in the job is provided to alleviate psychological barriers when returning to the field. On the other hand, medical institutions can expect to reduce turnover rates as they can assess the suitability of individuals during their part-time employment period.

3. Overview of Alliance Partner (As of December, 2023)

①	Corporate name	Phonim Inc.
②	Address	1-12-4 Kudankita, Chiyoda-ku, Tokyo
③	Name and title of representative	Hiroto Shishido
④	Description of business	Operation of the DX solution for recruiting medical personnel, “CURA” and “Phonim Music”, a platform for the DX of music education
⑤	Paid-in capital	100 million yen (including capital reserves)
⑥	Date of establishment	February, 2017
⑦	URL	https://www.cu-ra.net/company/about (Japanese only)

4. Outlook

While the impact of this agreement on performance is expected to be minimal at the current time, we believe that it will contribute to enhancing the Group’s corporate value in the medium to long term.

If matters arise in the future related to this agreement that need to be disclosed, we will inform the relevant parties in a timely manner.

About the Alfresa Group

The Alfresa Group is a leader in the Japanese healthcare industry and is dedicated to making its corporate philosophy, “we create and deliver a fresh life for all,” come true through a wide range of business lines, including ethical pharmaceuticals wholesaling, OTC pharmaceuticals wholesaling, pharmaceutical manufacturing, and operating dispensing pharmacies. Alfresa Holdings Corporation (TSE:2784) reported consolidated revenue of ¥2.6 trillion for the fiscal year ended March 31, 2023. For more information, please see: <https://www.alfresa.com/eng/>