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Representative: Futoshi Ohashi, President  
(Shares listed on Prime Market, Tokyo Stock Exchange, code: 3360)  
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## Notice Concerning the Formulation of the New Medium-Term Management Plan

Notice is hereby given that SHIP HEALTHCARE Group (the “Group”), formulated “SHIP VISION 2030”, its new medium-term management plan, covering five-year period from the fiscal year ending March 2026 to the fiscal year ending March 2030, as described below:

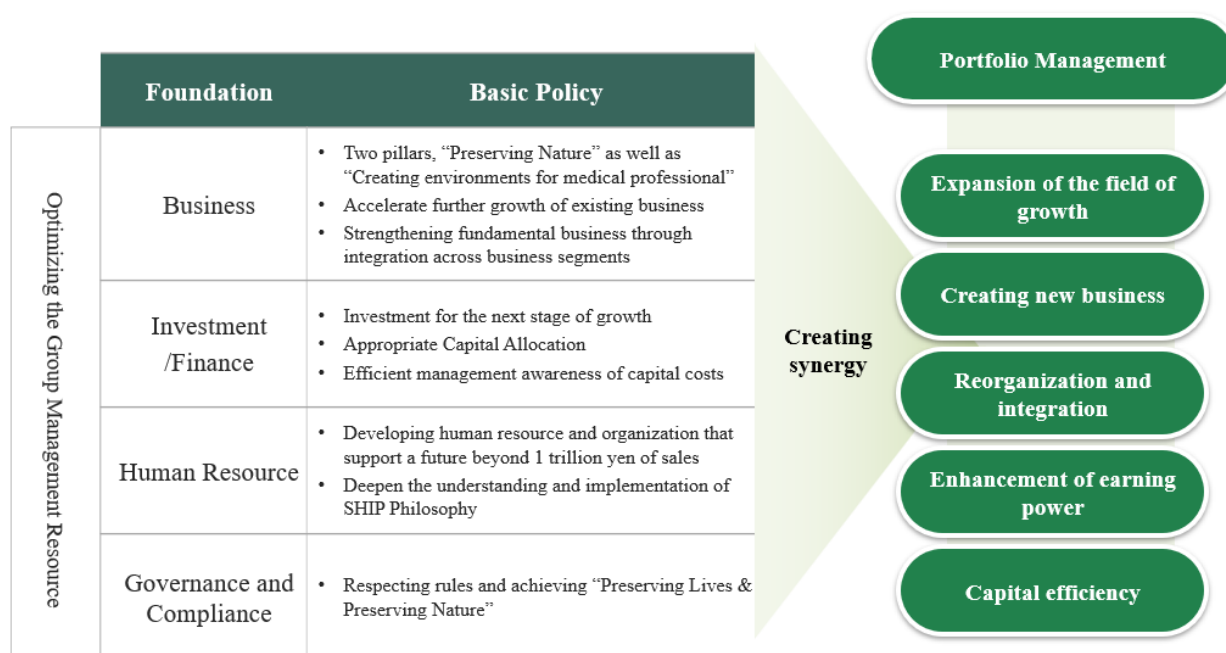
### 1. Aims of the New Medium-Term Management Plan “SHIP VISION 2030”

The Group sets “Creating environments for medical professionals” as the Group mission under the philosophy of “SHIP”- “Sincere”, “Humanity”, “Innovation” and “PartnerSHIP”. The Group sets “Medical”, “Healthcare”, “Welfare”, “Nursing care”, and “Services” as business domains. The Group’s main business segments are: Total Pack Produce Business, which providing comprehensive solutions for medical institutions, including consulting, manufacturing, sales and leasing of medical equipment and facilities, as well as real estate rental for medical institutions, Medical Supply Business, which sells medical consumables and equipment, Lifecare Business, which operating elderly homes and group homes, food service operations and supporting rehabilitation, Dispensing Pharmacy Business, which operating dispensing pharmacies.

To achieve further sustainable growth, the Group has formulated the new five-year plan based on its past achievements and challenges, with a basic policy of “Portfolio Management through the Optimization of Group Management Resources”. The Group continues to engage in further development of corporate value and shareholder value through the implementation of the new plan and the thoroughness of “SHIP” Philosophy from the establishment of the Group.

### 2. Basic Policy

“Portfolio Management through the Optimization of Group Management Resources”

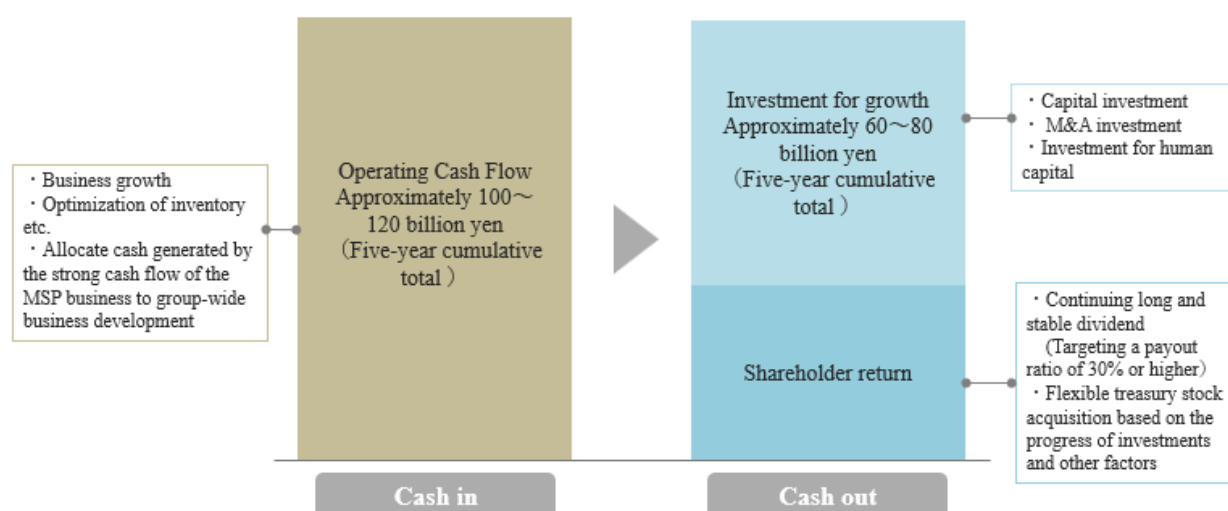


### 3. Quantitative Targets

| Index                                       | Period  | Target |
|---|---|--------|
| Compound Annual Growth Rate (CAGR) of Sales | Five-years<br>(from FY 03/2026 to FY 03/2030) | 5%     |
| Operating Profit Margin                     | FY 03/2030                                    | 4%     |
| ROE   | FY 03/2030                                    | 12%    |

### 4. Plan of Capital Allocation

Over the five-year period, the Group anticipates generating approximately 100 to 120 billion yen in cash, of which approximately 60 to 80 billion yen is expected to be used for strategic investments to drive future growth. The dividend payout ratio is aimed for 30% or higher based on progressive dividend. Treasury stock acquisition and cancellation will be conducted flexibly based on progress in strategic investment.



### 5. Efforts for Sustainability

The Group's efforts for sustainability are creating new value by solving social issues based on "SHIP" philosophy, the Group Philosophy, and "Creating environments for medical professionals", the Group Mission, as the partner to our stakeholders.

In this medium-term management plan, in addition to "Creating environments for medical professionals", the Group will also pursue "Preserving nature" to contribute to the realization of a Well-Being society.

\*Sustainability of the Group <https://www.shiphd.co.jp/en/sustainability/>

