

Progress results for FYE2024

Type	Attribute	Materiality	Action	Progress results for FYE2024
Business activities	S	Improving patients' QOL	Development of products and services that contribute to improving patients' QOL and enhancement of product procurement capabilities ①Enhancement of development and procurement capabilities ②Conduct seminars and educational training programs	<ul style="list-style-type: none"> Introduction of products that contribute to improving the quality of life for locomotive syndrome (locomotive syndrome) :2 cases conducted field of artificial joints Editorial Program for Orthopedic Surgeons :6 cases conducted
Business infrastructure	E	Reduction of environmental impact	Respond to climate change initiatives (Reduce and disclose GHG emissions) ①Calculation and disclosure of GHG emissions ②Environmental impact reduction activities ③Respond to climate change initiatives	<ul style="list-style-type: none"> Reduction of GHG emissions (Scope 1 + Scope 2) Result: 1,743t CO₂(11.5% decrease from the base year of FY2020) (Year on year: -18.3% decrease) GHG emissions reduction (Scope 3) Result: 22,240t (CO₂ Year on year: -20.7%) Introduction of renewable energy Result: 28% (consolidated) Domestic waste Result: 54.9 (t) (FY Mar.2023 70.7 (t) Year on year: -19.9%) Achieved "B-" management level in CDP2023 survey results
	S	Initiatives to respect human rights	Respect human rights based on international norms ①Education and seminars on human rights ②Implementation of human rights due diligence	<ul style="list-style-type: none"> Implementation of human rights education Implementation of harassment training for manager Implement human rights due diligence Establishment of human rights due diligence process Creation of human rights due diligence questionnaire for internal use
		Promotion of diverse human resources (CMS: Career Management System)	Diversity & Inclusion ①Disclosure of various systems and data of human resource development ②Creation of an environment where all employees can work productively regardless of their attributes	<ul style="list-style-type: none"> Percentage of female workers in management positions: 10.7% Percentage of men and women taking childcare leave: Men: 28.6%, Women: 100%. Based on the internal environment improvement policy, the following initiatives were initiated by the Human Capital Committee: FY March 2024: (1) Health management: 3 meetings of the Human Capital Committee were held. Utilization rate of systems related to work styles: 92.1% (Note: Percentage of all full-time employees (excluding sales staff) who use any of the systems (time off by the hour, flextime work, telecommuting, combined work, limited area work, etc.) Percentage of mid-career hires in management positions: 66.7% Percentage of foreign workers: 1.3% Number of free comments on My Voice : 214 Percentage of MyCareer updated: 100%
		Human resources development initiatives ①Execution of various measures for human resources development	In accordance with the human resource development policy, including ensuring diversity of human resources, the following initiatives were initiated by the Human Capital Committee. (1) Improve engagement (2) Succession planning (talent management) Human Capital Committee held 3 meetings	
	G	Quality response to medical needs	Stable supply of safe and reliable medical devices ①Quality management initiatives	ISO13485 maintenance audit: 3 cases (minor issues)
			②Countermeasures for risks of logistics delays caused by climate change	Measures against the risk of logistics delays due to climate change The Osaka Satellite, a new logistics base, was established as a BCP measure and as a countermeasure against logistics delays due to climate change, etc. The new base reduces the risk of logistics delays due to climate change disasters, etc.
Promotion of corporate governance		<ul style="list-style-type: none"> Initiatives for the Corporate Governance Code ①Compliance with the Corporate Governance Code ②Internal Control, Internal Audit Initiatives for risk management ①Maintain and follow through on a risk list and practice self-assessment Promotion of compliance management ①Initiatives for the prevention of compliance violations 	<ul style="list-style-type: none"> Compliance with the Corporate Governance Code [Explain] [Supplemental Principle 4-1-3] in "documenting succession planning". Internal audit (J-SOX) Internal control report disclosure Risk list management and assessment Conducted 2 risk management committee meetings Update risk list Implementation of countermeasures against risks Efforts to Prevent Compliance Violations Compliance Committee meetings held 3 times Compliance training for new employees Training for directors (FY2023 Top Management Seminar/March) Training for code instructors twice - (25th Fair Competition Code briefing /October) - (14th Corporate Ethics Awareness Seminar /February) Sharing of JFTC notices (FAQs), etc. as needed 	