

Progress results for FYE2025

Type	Attribute	Materiality	Action	Progress results for FYE2024	Progress results for FYE2025
Business activities	S	Improving patients' QOL	Development of products and services that contribute to improving patients' QOL and enhancement of product procurement capabilities ① Enhancement of development and procurement capabilities ② Conduct seminars and educational training programs	<ul style="list-style-type: none"> <li>Introduction of products that contribute to improving the quality of life for locomotive syndrome (locomotive syndrome) :2 cases conducted field of artificial joints</li> <li>Editorial Program for Orthopedic Surgeons :6 cases conducted</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of products that contribute to improving quality of life for patients with locomotive syndrome :3 cases in the field of artificial joints</li> <li>Education program for orthopedic surgeons :2 cases implemented</li> </ul>
Business infrastructure	E	Reduction of environmental impact	Respond to climate change initiatives (Reduce and disclose GHG emissions) ① Calculation and disclosure of GHG emissions ② Environmental impact reduction activities ③ Respond to climate change initiatives	<ul style="list-style-type: none"> <li>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)</li> <li>GHG emissions reduction (Scope 3) Result: 22,240t (CO2 Year on year: -20.7%)</li> <li>Introduction of renewable energy Result: 28% (consolidated)</li> <li>Domestic waste Result: 54.9 (t) (FY Mar.2023 70.7 (t) Year on year: -19.9%)</li> <li>Achieved "B-" management level in CDP2023 survey results</li> </ul>	<ul style="list-style-type: none"> <li>GHG emissions reduction (Scope 1 + Scope 2) Achievement: 1,555 t CO2 (21% reduction compared to the base year of March 2020, 10% reduction compared to the previous year)</li> <li>GHG emissions reduction (Scope 3) Achievement: 22,050 t CO2 (8% reduction compared to the previous year)</li> <li>Renewable energy adoption rate: 28% (consolidated)</li> <li>Domestic waste Achievement: 58.0 tons (March 2024 fiscal year: 54.9 tons, +5% compared to the previous fiscal year)</li> <li>CDP 2024 Survey Results Climate Change Survey Results: "B" Water Security Survey Results: "B"</li> </ul>
	S	Initiatives to respect human rights	Respect human rights based on international norms ① Education and seminars on human rights ② Implementation of human rights due diligence	<ul style="list-style-type: none"> <li>Implementation of human rights education Implementation of harassment training for manager</li> <li>Implement human rights due diligence Establishment of human rights due diligence process Creation of human rights due diligence questionnaire for internal use</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of human rights education Compliance training (For supervisors: Harassment) Results of internal human rights due diligence</li> </ul>
		Promotion of diverse human resources (CMS: Career Management System)	Diversity & Inclusion ① Disclosure of various systems and data of human resource development ② Creation of an environment where all employees can work productively regardless of their attributes	<ul style="list-style-type: none"> <li>Percentage of female workers in management positions: 10.7%</li> <li>Percentage of men and women taking childcare leave: Men: 28.6%, Women: 100%.</li> <li>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.</li> <li>Utilization rate of systems related to work styles: 92.1%</li> <li>(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.)</li> <li>Percentage of mid-career hires in management positions: 66.7%</li> <li>Percentage of foreign workers: 1.3%</li> <li>Number of free comments on My Voice : 214</li> <li>Percentage of MyCareer updated: 100%</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of female workers in management positions: 11.5%</li> <li>Childcare leave utilization rate by gender: Men 16.7%, Women 100%</li> <li>Based on our internal environment improvement policy, the Human Capital Committee implemented the following initiatives. Human Capital Committee meetings held twice 1. Health management 1-1. Promotion of work styles and lifestyles that suit each individual Collected information on work style systems at several other companies (External environment survey) 1-2. Promotion of physical and mental health Assessment of current smoking status within the company (Smokers: 81, Respondents: 254, Smoking rate among respondents: 31.8%) Distribution of leaflets on the dangers of smoking Conducted a company-wide smoking survey. (52 out of 81 smokers expressed a desire to quit, with two out of three smokers expressing this desire) Environmental improvements: Posting of smoking separation posters at the headquarters Utilization rate of work-related systems: 92% (Note) Percentage of employees (excluding sales staff) utilizing the systems (time-based leave, flexible work hours, telework, combined work) Percentage of mid-career hires among managers: 67.9% Percentage of foreign national employees: 1.3% Number of free comments in My Voice: 115 (Scores improved in the "Workplace Environment," "Organization," and "Vacation" categories of My Voice, and the number of free comments regarding requests or dissatisfaction related to these areas decreased by My Career Update Rate: 100%</li> </ul>
		Human resources development initiatives ① Execution 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	<ul style="list-style-type: none"> <li>Based on our human resource development policy, which includes ensuring diversity in the workforce, the Human Capital Committee implemented the following initiatives. Human Capital Committee met twice 1. Talent Management 1-1. Succession planning for managers and above Creation of job descriptions for key positions (clarification of requirements) Succession planning for key positions (preparation for implementation) 1-2. Development of global talent Selection of global talent candidates Administering TOEIC tests for global talent candidates and internal applicants. 1-3. Promotion of employment for people with disabilities Conducting an internal seminar to gather information on creating a supportive work environment and identifying tasks that can be assigned to employees with disabilities. 2. Strengthening employee engagement 2-1. CMS (Career Management System) Raising awareness of CMS: Introducing our CMS in the Diversity Management Newsletter Implementing a self-career development program for all employees Implementation of My Career My Voice</li> </ul>	
G	Quality response to medical needs	Stable supply of safe and reliable medical devices ① Quality management initiatives	<ul style="list-style-type: none"> <li>ISO13485 maintenance audit: 3 cases (minor issues)</li> </ul>	ISO13485 maintenance audit: 0 cases (minor issues)	
		② Countermeasures for risks of logistics delays caused by climate change	<ul style="list-style-type: none"> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Climate change logistics delay risk countermeasures As part of BCP measures and countermeasures against logistics delays caused by climate change, we are promoting the use of satellite logistics hubs.</li> <li>Frequent delivery delays in certain areas (Chugoku and Shikoku regions) Delivery delays have been significantly reduced.</li> </ul>	
	Promotion of corporate governance	<ul style="list-style-type: none"> <li>Initiatives for the Corporate Governance Code ① Compliance with the Corporate Governance Code ② Internal Control, Internal Audit</li> <li>Initiatives for risk management ① Maintain and follow through on a risk list and practice self-assessment</li> <li>Promotion of compliance management ① Initiatives for the prevention of compliance violations</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with the Corporate Governance Code [Explain] [Supplemental Principle 4-1-3] in "documenting succession planning". Internal audit (J-SOX) Internal control report disclosure</li> <li>Risk list management and assessment Conducted 2 risk management committee meetings Update risk list Implementation of countermeasures against risks</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>"Analysis of causes for failure to achieve management plan targets" is "Explain" [Supplementary Principle 4-1 Compliance with the Corporate Governance Code[Explain] [Supplemental Principle 4-1-3] in documenting succession planning. Internal control report disclosure</li> <li>Risk list management and assessment Conducted 2 risk management committee meetings Update risk list Implementation of countermeasures against risks</li> <li>Compliance Committee meetings held four times New employee training conducted Regulations Instructor Training (26th Fair Competition Regulations Briefing Session / October) Regulations Instructor Training (15th Corporate Ethics Awareness Seminar / February)</li> </ul>	