

Progress results for FYE2026

Type	Attribute	Materiality	Action	Progress results for FYE2026
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"> ● No new products introduced to improve QOL for locomotive syndrome (musculoskeletal syndrome); currently promoting initiatives toward market launch. ● Education program for orthopedic surgeons :2 cases implemented
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"> ● GHG emissions reduction (Scope 1 + Scope 2) Achievement: 1,444 t-CO₂ (26.7% reduction compared to the base year of FY2020/3, 7.1% reduction compared to the previous year) ● GHG emissions reduction (Scope 3) Achievement: 19,153 t-CO₂ (7% reduction compared to the previous year) ● Renewable energy adoption rate: 33% (consolidated) ● Domestic waste Achievement: 66.0 tons (FY2025/3: 58.0 tons, +14.8% compared to the previous fiscal year) ● CDP 2025 Survey Results Climate Change: "B" Water Security: "B-"
	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"> Implementation of Human Rights Education Compliance Training (For supervisors: Harassment) ● FY2026/3: Human Rights Due Diligence (HRDD) Results for JMDM Employees (2025) Survey Period: September 1, 2025 – September 30, 2025 Scope: All domestic employees (Response rate: 100%) Severe Incidents: 0 ● FY2026/3: Human Rights Due Diligence (HRDD) Results for ODEV Employees (2025) Survey Period: September 1, 2025 – October 31, 2025 Scope: All employees (Response rate: 81%) Severe Incidents: 1* *Note: Corrective and preventive measures were promptly implemented in accordance with internal regulations, and the case has been fully resolved. ● FY2026/3: Human Rights Due Diligence (HRDD) Results for JMDM Suppliers (2025) Survey Period: August 1, 2025 – August 29, 2025 Scope: 2 suppliers (Japan) Severe Incidents: 0 ● FY2026/3: Human Rights Due Diligence (HRDD) Results for ODEV Suppliers (2025) Survey Period: August 1, 2025 – October 10, 2025 Scope: 8 suppliers (U.S., Europe, and Asia) Severe Incidents: 0
		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"> ● Percentage of women in management: 11.5% ● Childcare leave utilization rate by gender: Men 0% (0/6), Women 100% (3/3) ● Based on the Internal Environment Improvement Policy, the following initiatives were implemented by the Human Capital Committee. Human Capital Committee meetings held twice 1. Health Management 1-1 Promoting individual working and living styles Updating and creating systems related to the promotion of individual working and living styles 1-2 Promoting physical and mental health ● Assessment of internal smoking status (Smokers: 92, Respondents: 298, Smoking rate among respondents: 31%) ● Distribution of flyers on the dangers of smoking ● Implementation of a company-wide smoking survey (Those wishing to quit: 59/92; 2 out of 3 smokers wish to quit) ● Environmental improvement: Posting of smoking separation posters at the Headquarters ● Utilization rate of work-style systems: 89.3% (Note) Systems covering all employees (excluding sales positions): Hourly paid leave, flextime, remote work, combined work ● Percentage of mid-career hires in management: 67.9% ● Percentage of foreign workers: 1.3% ● My Voice free comments: 156 items (Due to growing compliance awareness and changes in the environment—such as organizational restructuring—there has been an increase in comments regarding "compliance (code of conduct, harassment)" and "workplace/organization.") ● My Career" update rate: 100%
		Human resources development initiatives ① Execution of various measures for human resources development	<ul style="list-style-type: none"> Based on the human resource development policy, including ensuring diversity of human resources, the following initiatives were implemented by the Human Capital Committee. Human Capital Committee meetings held twice 1. Talent Management 1-1 Succession planning for department heads and above ● Created job descriptions for key positions (clarification of requirements) and utilized them for recruitment activities ● Succession planning for key positions (preparation for promotion) 1-2 Development of global human resources Conducted TOEIC testing for global human resource candidates and those recommended by their supervisors. FY2026/3: Number of people who completed the test: 7 in total 1-3 Promotion of employment for people with disabilities ● Implementation of workplace internships as recruitment activities and participation in interview events organized by Hello Work. Fiscal Year Ending March 2026: Two newly hired employees continue to maintain active employment. 2. Strengthening Engagement 2-1 CMS (Career Management System) ● CMS awareness activities: Introduction of our CMS in the Diversity Management Newsletter ● Implementation of Self-Career Doc for all employees (267 people) ● Implementation of My Career and My Voice 	
	Quality response to medical needs	Stable supply of safe and reliable medical devices ① Quality management initiatives	ISO13485 maintenance audit: 0 cases (minor issues)	
G	Promotion of corporate governance	② Countermeasures for risks of logistics delays caused by climate change	<ul style="list-style-type: none"> ● Countermeasures for logistics delay risks due to climate change As part of BCP measures and countermeasures for logistics delays caused by climate change, improving the utilization of satellite logistics hubs Improvement of delivery quality: In the Chugoku and Shikoku areas, where delivery delays were frequent, achieved a reduction in delivery lead times and a significant improvement in morning arrival rates, contributing to strengthening logistics resilience. 	
		Initiatives for the Corporate Governance Code ① Compliance with the Corporate Governance Code ② Internal Control, Internal Audit	<ul style="list-style-type: none"> ● "Analysis of causes, etc., when management plans fail to achieve targets" is [Comply] [Supplementary Principle 4-1②] ● "Documentation of succession planning" is [Explain] [Supplementary Principle 4-1③] [Explain] [Supplementary Principle 2-3①] Issues surrounding sustainability, including social and environmental matters We take the compliance incident that occurred in 2025 seriously as a material sustainability issue for management. While we are currently promoting drastic measures to prevent recurrence, including the strengthening of controls over sales activities, these measures are still in the process of implementation and require continuous verification. Moving forward, we aim to enhance our risk management processes associated with business activities and establish sustainable business operations. ● [Explain] [Supplementary Principle 4-3④] Roles and Responsibilities of the Board (3) We take the compliance incident that occurred in 2025 seriously and are promoting drastic measures to prevent recurrence (such as strengthening internal controls) based on the investigation report of the Special Committee. However, since these measures are currently mid-implementation and at a stage that requires continuous verification, we have determined to choose "explain" (non-compliance) at this time. Looking ahead, we aim to promptly enhance our risk management processes and establish a sustainable corporate governance structure. 	
	Initiatives for risk management ① Maintain and follow through on a risk list and practice self-assessment	Risk list management and assessment Conducted 2 risk management committee meetings Update risk list Implementation of countermeasures against risks		
		Promotion of compliance management ① Initiatives for the prevention of compliance violations	<ul style="list-style-type: none"> ● Implementation of Compliance Committee meetings (held 8 times) ● Implementation of Recurrence Prevention Committee meetings (held 14 times) Regarding bribery cases and suspected bribery incidents at the company ● Establishment of a Special Committee composed of outside lawyers independent from the company ● Investigation of reported incidents and similar incidents by the Special Committee (Report published on 3/27) ● Formulation of recurrence prevention measures (Report published on 3/27) ● Internal whistleblowing reports: 2 cases / Employees subject to internal disciplinary action: 39 Implementation of compliance training ● Implementation of training for new employees ● Rule Instructor Training (26th Fair Competition Code Briefing / October) ● Rule Instructor Training (16th Corporate Ethics Awareness Workshop / February) ● Training for officers (FY2025 Top Management Seminar / March) ● Occasional sharing of notifications from the Fair Trade Council (FAQs, etc.) Strengthening the Compliance System (Fiscal Year Ending March 31, 2027) Enhancing the promotion structure by hiring dedicated legal personnel and assigning compliance officers to business divisions. Strengthening collaboration with corporate legal counsel to reinforce initial response, root-cause analysis, corrective actions, and the implementation management of recurrence prevention measures. Strengthening a proactive management system through training and awareness campaigns, robust internal reporting responses, and monitoring of key risk areas. 	