Initiatives to Enhance the Value of Human Capital

We believe that each employee's ability to maximize their potential and fully demonstrate their capabilities leads to sustainable personal and organizational growth. We will foster an organizational culture in which diverse human resources can play an active role.

Message from Operating Officer

As stated in our Management Philosophy, "we create a fulfilling life for our employees," Nihon Kohden regards the people working within its organization as valuable assets, referring to them as "human capital." Therefore, I believe it is my responsibility to foster a corporate culture in which each employee can maximize their potential, fully demonstrate their abilities, and grow into individuals who take pride in contributing to healthcare.

In FY2023, we introduced a role-based personnel system for general employees, establishing a foundation that enables each individual to actively pursue their career goals and be evaluated appropriately. Furthermore, we are strengthening our efforts in talent development and organizational culture building, guided by the Core Values, which represent the shared values of all employees worldwide and serve as the foundation for realizing our Long-term Vision.

By further strengthening our efforts, we will continue to build a foundation for the Nihon Kohden Group to achieve sustainable development and the creation of its competitiveness. At the same time, the entire Company will work together to realize our Management Philosophy and Long-term Vision.



Kenji Furukawa
Senior Operating Officer, Chief Human Capital Officer, General Manager of Human Resources Development Operations

Basic Approach to Human Resource Development

In an ever-changing medical environment, Nihon Kohden strives to become the beacon that lights the path forward to the future of people and healthcare around the world through creating new values with the philosophy we have upheld since our founding. With strong passion in our hearts, Nihon Kohden aims at realizing our Long-term Vision for 2030. Human resources are essential for realizing our Long-term Vision and the source of value creation for Nihon Kohden. We will recruit human resources who share Nihon Kohden's Management Philosophy and Long-term Vision, and embody its Core Values (Integrity, Humbleness, Diversity, Initiative, Customer Centric, Goal oriented, Creativity). We will also endeavor to create environments that foster employees with high ethical standards, ambition, curiosity, and empathy who can autonomously and continuously grow and undertake the challenges of new value creation.

In FY2024, as in the previous year, we continued to hold the Core Values Award, with the aim of instilling the Core Values among employees and providing opportunities to relate the Values to individual tasks. When we solicited episodes embodying the Core Values in business operations, we received numerous stories that revealed activities conscious of these Core Values across all areas of work, including customer interactions, product development, and production sites. These episodes have become valuable examples showing how employees incorporate the value standards into their daily tasks. To realize our Long-term Vision, we have identified "Foster a corporate culture of pride in contributing to healthcare" as one of our material issues for sustainability in the Three-year Business Plan, BEACON 2030 Phase II. We set a target of over 49 cumulative learning and education hours per person*1 for three years in Japan. The result in FY2024 was 28.9 hours per person. A total of 635 people*2 attended leadership training in FY2024.

*1 Based on the actual results for FY2024, the target was revised upward.
Learning and education hours in training programs organized by the Phoenix Academy (Human Resources Development Center), aimed at acquiring the knowledge and skills required for each level of employees, such as new hires and managers. Not including learning and education hours in training held by the R&D, sales, and service departments.

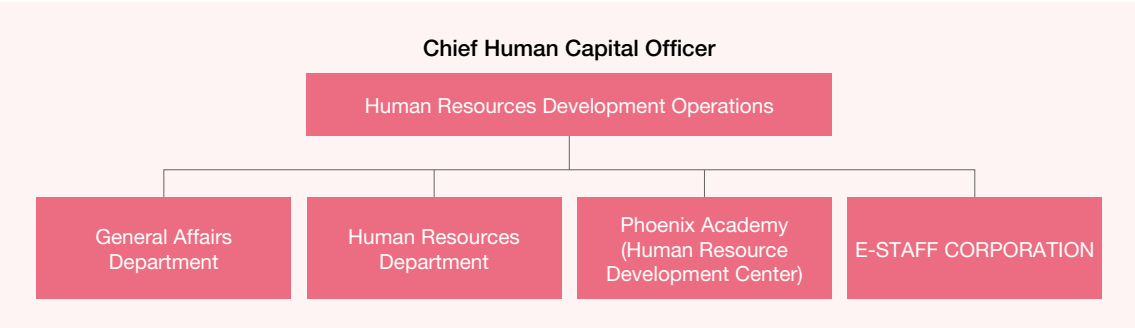
*2 The total number of participants in various training programs designed for senior managers, managers, and assistant managers, as well as the Management Position Challenge Training.

Initiatives to Enhance the Value of Human Capital

Human Resource Management System

With the introduction of the CxO framework in April 2024, Nihon Kohden appointed a Chief Human Capital Officer to oversee human resource development across the entire Nihon Kohden Group and established the Human Resources Development Operations, which comprises the General Affairs Department, the Human Resources Department, the Phoenix Academy (Human Resource Development Center), and E-STAFF CORPORATION. The Human Resources Department is responsible for comprehensive talent strategies and develops and implements specific initiatives for Diversity, Equity and Inclusion (DE&I). The Phoenix Academy (Human Resource Development Center) handles the dissemination of the Core Values and overall employee education. In promoting health management of employees, the General Affairs Department, the Human Resources Department, and E-STAFF CORPORATION work in collaboration.

Structure of Human Resource Management Promotion System



For further details, please refer to our website.
Relationship with Employees

■ Targets and Results for Ensuring Diversity in Core Human Resources

	Current status (As of March 31, 2025)	Target	Achievement period
The ratio of female managers*1	8.0%	12% or more	April 2026
The ratio of male employees taking childcare leave*1	58.7%	30% or more	Maintain the current status
Appointment of female directors, management operating officers, and operating officers*2	2 female directors,*4 2 female operating officers	4 persons or more	Maintain the current status
The ratio of female directors, management operating officers, and operating officers*2	14.3% *4	30% or more	End of June 2030
The ratio of foreign nationals in CxO*3 or higher positions at overseas subsidiaries	47.1%	50% or more	April 2026
The ratio of mid-career hires in management positions*1	46.1%	40% or more	Maintain the current status

*1 Employees at the parent company.
*2 Directors, management operating officers, and operating officers at the parent company.
*3 C-suite such as CEO, COO, CTO, CFO.
*4 As of June 30, 2025.

■ Differences in Wages between Male and Female Workers

Ratio of Women's Wages to Men's Wages in FY2024

Total workers	70.6%
Permanent employees	75.2%
Part-time and fixed-term contract employees	63.8%

* Parent company only. The figure is calculated in accordance with the provisions of the "Act on the Promotion of Women's Active Engagement in Professional Life" (Act No. 64 of 2015).

There are no gender differences in the Company's wage structure or system. However, there are differences between men and women in terms of job classifications and management ratios, resulting in differences in wages. In order to realize the Company's goal of "becoming an organization where each individual can maximize their potential and fully demonstrate his/her full potential," we will work on measures to promote DE&I, such as increasing the ratio of female managers.

Initiatives to Enhance the Value of Human Capital

International Training Program

The International Training Program aims to provide employees with the experience, knowledge, and adaptability needed to succeed in global settings. Through the program, we provide employees with opportunities for long-term study at overseas language schools, on-the-job training at overseas offices, practical training at overseas research institutions or companies, and study at overseas universities or research institutions.

In FY2024, three employees participated in long-term language study or on-the-job training at overseas offices for approx. nine months. As of March 2025, 28 foreign employees work at offices in Japan, and 49 Japanese employees* work at overseas offices. We will continue to expand and enhance this program to develop a greater number of globally capable personnel with advanced skills.

* Excluding Japanese employees hired locally.

Voice

Experiencing Nihon Kohden's contribution to global medical care through the International Training Program (Overseas Challenge Program)

I joined Nihon Kohden with a strong desire to be involved in work that contributes to human life. I have mainly engaged in the planning and marketing of Software as a Service (SaaS) business. In the process, I felt the need to deepen my understanding of overseas business, so I applied for the international training program. The experience I gained at Nihon Kohden Digital Health Solutions, LLC, one of the U.S. subsidiaries where I received my training, has been invaluable. I was impressed by the professionalism of each of the local and expatriate employees, and their commitment to their work with a high level of perspective and a sense of responsibility. Upon returning to Japan, I will use this experience to expand and promote the Digital Health Solutions (DHS) business.

My goal is to provide better products and services to protect the health and lives of people around the world. As a member of Nihon Kohden, I will make the most of the knowledge and experience I have gained through this training to support the future of medicine.



Rikiya Ohashi
CX Planning Section,
Business Promotion
Department,
Solution Business Division

Initiatives to Enhance the Value of Human Capital

■ Spread of Management Philosophy and Core Values at Overseas Subsidiaries

Nihon Kohden believes that it is important for employees of the Nihon Kohden Group with different backgrounds of various cultures and languages around the world to act in accordance with common goals and the Core Values. In 2019, the Company started a group-wide education program on its Management Philosophy by using common educational materials. By systematically learning about the history of the Company's foundation and Management Philosophy, this program provides an opportunity to deepen employees' understanding of the Company and its work, as well as their appreciation of the Company's attractiveness. With the aim of promoting the understanding, embedding, and implementation of the newly established Core Values, Nihon Kohden has developed various unique measures in each country since 2021, aiming to instill Nihon Kohden's DNA.

The Global HR meeting has also been held biannually, bringing together human resources and education managers from each Group company to share each country's unique measures for spreading the Management Philosophy and the Core Values among employees, as well as to exchange opinions on new employee training, the fostering of corporate culture, measures to improve employee engagement and other issues. In December 2022, to further promote the Core Values, Nihon Kohden established the Core Values Promotion Project in Japan through an internal open recruitment system. The project members from various divisions and job categories studied "how to help employees around the world understand and practice the Core Values," and developed measures to achieve this goal. The Project entered its second phase in July 2024. We are continuing our promotional activities to realize the Core Values by holding discussions on the Core Values with the participation of all employees and releasing videos of episodes in which overseas employees embody the Core Values.







Videos sharing episodes that embody the Core Values

■ Core Values



For further details, please refer to our website.
Human Resource Development

Initiatives to Enhance the Value of Human Capital

Diversity, Equity and Inclusion (DE&I) Promotion

Policy for Diversity Promotion Activities

By respecting diversity and creating a workplace environment in which each individual can demonstrate his/her full potential, we seek to improve job fulfillment, create new value, invigorate the organization, and enhance corporate value.

Nihon Kohden has established Diversity as one of its Core Values and promotes Diversity, Equity and Inclusion (DE&I) to realize its Long-term Vision, BEACON 2030. We will develop the new potential of our teams by leveraging diversity based on empathy and trust. We respect the individuality of each person and strive to create a workplace environment where a diverse range of people can work with vigor and enthusiasm, regardless of age, disability, nationality, race, gender, sexual orientation, gender identity, gender expression, other diverse attributes, values, or work styles.



■ **Promotion of Women's Participation and Career Advancement**

In accordance with Act on the Promotion of Women's Active Engagement in Professional Life, Nihon Kohden has formulated an action plan and promoted the development of a workplace environment in which women can play an active role. Nihon Kohden has also promoted initiatives to realize a comfortable and fulfilling work environment for not just women but all employees of Nihon Kohden, so that each employee can demonstrate their abilities to the fullest. We obtained the Women's Participation Promotion Act certification mark known as Eruboshi from the Minister of Health, Labour and Welfare in 2021. In April 2021, we formulated an action plan for five years to March 31, 2026, and set a target of increasing the ratio of female managers to at least 12% and the ratio of male employees taking childcare leave to at least 30%.

In FY2024, the ratio of female managers in all managerial positions in FY2024 was 8.0%, down by 0.1 percentage points from the previous fiscal year. The ratio of female executives was 14.3% (two female outside directors and two female operating officers as of June 30, 2025).

To encourage male employees taking childcare leave, in addition to awareness raising activities by utilizing the Company Newsletter, we have formulated and distributed a guidebook for male employees to help them balance childcare and work. We have also conducted individual consultations regarding childcare leave. Moreover, partial wage support is provided for the first month after the start of childcare leave from FY2022 to alleviate financial concerns during childcare leave. As a result of these efforts, the ratio of male employees taking childcare leave in FY2024 was 58.7%, far exceeding the Company's target. Additionally, we have introduced a spousal maternity leave system as our unique system to support male employees' participation in childcare, and the combined utilization rate of this system and childcare leave was 88.8%. We will continue to develop an environment where any employee who wishes to take childcare leave can do so, regardless of their workplace or job category.

Initiatives to Enhance the Value of Human Capital

■ Women's Activity Promotion Program

To achieve a 12% ratio of female managers, we have continued to implement the Women's Activity Promotion Program since FY2022. In FY2023, we started training for young female employees, aiming to support their efforts to balance work and personal life while building their own unique careers and developing leadership skills. We also provided guidance to their supervisors to encourage active involvement in supporting the career development of their team members.
In FY2024, we held a total of 20 dialogue sessions for female employees in leadership roles who are candidates for management positions, featuring role model female managers and executives. These sessions aimed to increase motivation to pursue management positions.

■ Networking Events

The Beacon Terrace, an employee networking event operated by volunteer female employees, was launched in FY2021 and has been held continuously since then, with many employees participating. In FY2023, the event provided a space for employees of all genders to engage in discussions on themes such as "Products" and "Careers and Work Styles." In FY2024, under the theme of "Products and Services," female employees from the R&D departments and the sales departments led discussions on product applications, specifications, and services, exploring new possibilities for customer value that Nihon Kohden could offer.

■ Mentor System

Since FY2015, Nihon Kohden has implemented a mentoring program, originally designed for newly appointed managers and mid-career female employees. Mentors with extensive knowledge and professional experience support participants in resolving career development challenges and fostering personal growth. The program aims to broaden participants' perspectives and strengthen their internal networks through dialogue with mentors, cultivate personal qualities, sound judgment, and leadership skills, and encourage them to set ambitious goals. Since FY2021, the program has been expanded to include male employees, supporting the development of a wider range of talent. In FY2024, many employees participated in the program as mentees and mentors, including those working at overseas subsidiaries.

■ LGBTQ Support Initiatives

In FY2024, Nihon Kohden conducted its first training session to raise awareness and understanding of LGBTQ issues. A total of 63 participants attended this training program, mainly from the human resources, general affairs, and legal departments. These departments are closely involved in shaping company policies and workplace environments. The training aimed to foster understanding of sexual diversity and explore potential workplace initiatives. In the training, participants gained foundational knowledge about LGBTQ issues through lectures delivered by instructors from a certified NPO. They also engaged in group discussions on potential initiatives that could be implemented at both the company-wide and workplace levels, providing an opportunity to reflect on new challenges related to advancing our DE&I efforts.
We will continue our efforts to promote understanding of LGBTQ issues and other forms of diversity by organizing training sessions and sharing relevant information, with the goal of creating an inclusive and supportive workplace environment where all employees can work with confidence and peace of mind.

For further details, please refer to our website.
DE&I (Diversity, Equity & Inclusion) Promotion

Initiatives to Enhance the Value of Human Capital

Improving Employee Engagement (Working Style Reforms and Career Support)

To realize one of the material issues for sustainability identified in the Three-year Business Plan, "Foster a corporate culture of pride in contributing to healthcare," Nihon Kohden is working to enhance employee engagement. Based on the results of the Employee Satisfaction Survey conducted since FY2021, we are focusing on improving the "workplace environment" and enhancing "career support."

■ Initiatives to Improve the Workplace Environment and Work-life Balance

To improve the workplace environment, Nihon Kohden is working to enhance operational efficiency and promote flexible work styles. Aiming to maximize results without relying on long working hours and to achieve a better work-life balance, we are engaged in work style reform initiatives. As part of these efforts, we have implemented systems such as the Flextime System and Teleworking System to support flexible working arrangements. In FY2024, the annual paid leave usage rate was 56.2% (11.5 days taken per employee). In addition to statutory paid leave, Nihon Kohden offers its unique paid leave programs, such as the Accumulated Paid Leave Program and the Special Paid Leave Program. In FY2024, the number of non-mandated paid leave days taken per employee was 2.0 days.

■ Support Systems and Initiatives for Childcare

As part of the efforts to support employees in balancing work with childcare and nursing care, regardless of gender, Nihon Kohden regularly reviews its existing systems related to working arrangements, including the Childcare/Nursing Care Leave System, the Short-time Work System, the Shift-hour Work System, the Teleworking System, and the Flextime System, as appropriate. Regarding teleworking, the default arrangement is working from home. However, in cases such as caregiving, the Company allows teleworking from locations other than home as an exception, demonstrating flexibility in response to individual needs. In addition to the expansion of systems related to working arrangements, the Company has provided partial wage subsidies for the first month of childcare leave since FY2022, offering financial support to help employees balance work and childcare responsibilities.

■ Career Support Initiatives

In order to improve "Employee satisfaction" and "Develop human resources who can succeed globally," which were listed as KPIs of its material issues for sustainability in the previous Three-year Business Plan, Nihon Kohden launched a career support program called "NK Career Support" in FY2023. In November 2023, as one of its career support measures, the Company launched an e-learning program to provide opportunities for career development learning, with over 2,000 employees completing the program. Additionally, we have reviewed and consolidated our career support measures for employees and developed a roadmap for future initiatives. To help employees build their career plans, we released the NK Career Path as a reference guide and the NK Job Encyclopedia, which outlines internal job roles.
We will continue to develop training programs and systems that support the autonomous career development of each employee, encouraging them to proactively shape their career paths and envision their own growth. The Company strives to create an environment where employees can work with a sense of fulfillment and vitality.



Image of NK Job Encyclopedia

Initiatives to Enhance the Value of Human Capital

■ Launching the Management Position Challenge Training and G4 (Leader) Challenge Training

Starting in FY2023, Nihon Kohden introduced a new role-based (job-based) personnel system for general employees, shifting to a grading system based on the significance of expected roles in their work. As part of the measures to support the implementation of this new system, the Company launched the Management Position (Manager) Challenge Training for employees who have not yet been appointed to management roles. The training program helps employees acquire the knowledge, skills, and mindset required for management, enabling them to proactively develop their abilities for promotion.
Furthermore, in FY2024, we launched a new G4 (Leader) Challenge Training for employees who are candidates for leaders. This training program focuses on enhancing leadership, communication abilities, and problem-solving skills to help participants deliver results on the front lines of the workplace.
Through these training programs, employees have the opportunity to learn and grow before assuming new roles, contributing to the development of a strong middle management base and the Company's sustainable growth. Moving forward, we will continue to provide talent development programs that support employees' self-fulfillment and long-term organizational success.
(Total number of participants until FY2024: 257 in Management Position Challenge Training, 100 in G4 Challenge Training)

For further details, please refer to our website.
Reforming Working Styles

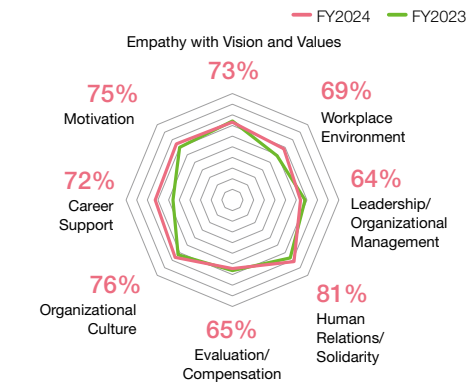
Employee Wellbeing

■ Employee Satisfaction Survey

Nihon Kohden has set employee satisfaction as a KPI in order to "foster a corporate culture of pride in contributing to healthcare," which is one of its material issues for sustainability. In FY2024, an employee satisfaction survey was conducted for approx. 4,500 employees of the Nihon Kohden Group in Japan. The survey consisted of 48 items across eight categories, and the ratio of positive responses was calculated for each category. Based on the results of the FY2023 survey, we promoted the NK Career Support program to assist employees in autonomous career development and implemented company-wide initiatives to improve productivity. As a result, improvements were observed in the categories of "Career Support" and "Workplace Environment." Furthermore, in FY2024, the same survey was conducted for the first time with approx. 1,000 employees from 20 overseas subsidiaries. The results confirmed high levels of satisfaction across all eight categories.
The survey results and employee feedback will be shared with executives and management, and will be reflected in both company-wide measures and specific departmental initiatives.

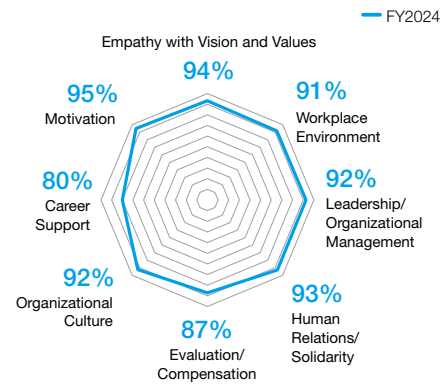
■ The Ratio of Positive Respondents

(All employees of the Nihon Kohden Group in Japan)



■ The Ratio of Positive Respondents

(Employees from 20 overseas subsidiaries)



Initiatives to Enhance the Value of Human Capital

Health Management of Employees

■ Concept

The Nihon Kohden Group aims to address social issues through the implementation of its Management Philosophy. To this end, we believe that the health of each employee, which forms the foundation of our management, is essential. In our Long-term Vision, we aim to "create a better future for people and healthcare by solving global medical issues." To ensure that each employee takes pride in their contribution to healthcare and continuously tackles global medical issues, we will actively participate in health management initiatives and embody the Long-term Vision ourselves. By demonstrating our commitment to society, we will implement our Management Philosophy and foster a culture of health.

The Nihon Kohden Group Health Management Declaration

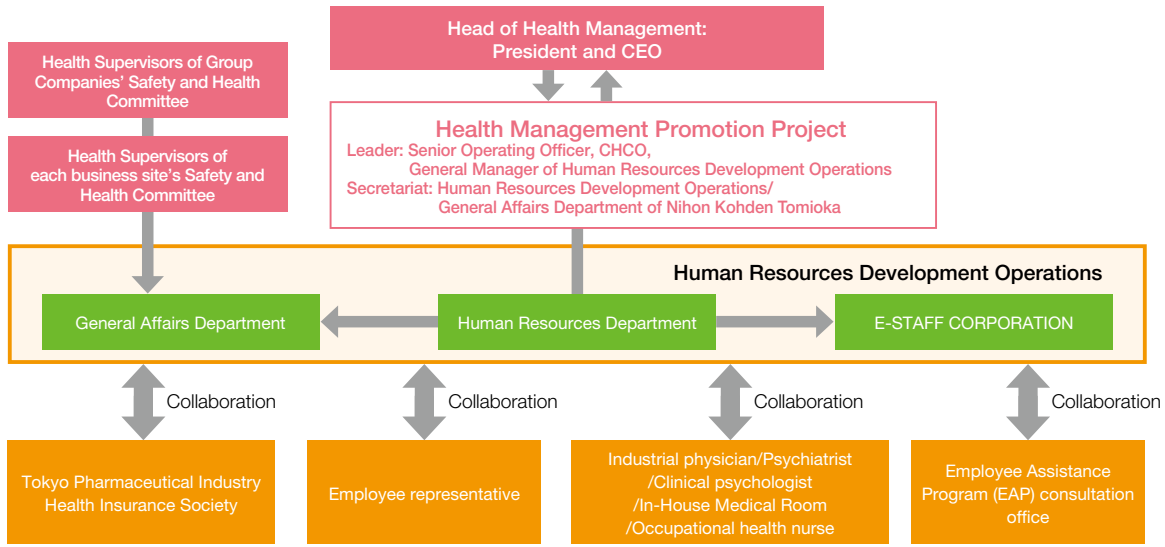
The Nihon Kohden Group, under the Management Philosophy that we contribute to the world by fighting disease and improving health with advanced technology, and create a fulfilling life for our employees, aims to create a better future for people and healthcare by solving global medical issues in its Long-term Vision, BEACON 2030. In order to address medical, environmental and social issues through the promotion of sustainability, the health and wellbeing of each and every employee, which is the source of our business activities and value creation, is of utmost importance. We are committed to practicing health management and fostering a culture of health so that each employee can take pride in contributing to healthcare and create a better future for people and healthcare.

Hirokazu Ogino
Representative Director
President and Chief Executive Officer
Nihon Kohden Corporation

■ Establishment of Health Management Promotion Project

Nihon Kohden has been implementing various initiatives based on its annual goals and plans to promote employee health. Based on the reports on the content and progress of these initiatives, the Company established a Health Management Promotion System led by the CEO and CHCO and launched the Health Management Promotion Project in May 2024, to advance cross-organizational activities.
The domestic departments responsible for health management collaborate with industrial physicians, nursing professionals such as public health nurses, counselors, occupational health staff, and the Health Insurance Society to provide personalized health management services tailored to each employee. Additionally, our cross-organizational efforts are being made to prevent and remedy lifestyle-related diseases, reduce smoking rates, enhance the activity (productivity) index, and hold health seminars, among other initiatives.

Health Management Promotion System



Initiatives to Enhance the Value of Human Capital

■ Physical Health

Introduction of health support payment

For employees of domestic Group companies, Nihon Kohden provides access to a structured support system that enables early detection of potential health risks, including regular health examinations and an on-site medical clinic staffed by an industrial physician. To further promote the health of employees and their families, we have increased the partial coverage of expenses for optional tests during annual health examinations (health support payment*) since FY2021, expanded eligibility to include temporary employees, and extended coverage to family health examinations for dependents.

* Examples of tests covered by health support payment: Various cancer examinations, stomach examinations, osteoporosis examinations, hepatitis virus examinations, abdominal ultrasound examinations, brain examinations, dental examinations, comprehensive medical examinations, smoking cessation outpatient services, etc.

Initiatives to promote non-smoking efforts

In April 2019, Nihon Kohden joined the Consortium of Companies Promoting Non-Smoking Efforts, which was established by companies based in Tokyo, and has been implementing non-smoking promotion activities. According to the internal survey conducted in August 2024, the employee smoking rate was 18.3%, a decrease of 0.8 percentage points from the previous survey. In November 2024, we began providing smoking cessation guidance through a commissioned physician (respiratory specialist) at the medical office of Nishi-ochiai Office. Employees at remote locations can also access this service online. As a result of the approx. three-month smoking cessation program, the number of employees who successfully quit smoking has increased.
Our non-smoking initiatives are designed not only to protect the health of our employees and their families, but also to respond to the social demand for stronger measures against secondhand smoke. We will continue promoting initiatives that contribute to a healthier society, such as offering company-paid outpatient visits to smoking cessation clinics as part of optional health examinations.

Health seminar initiatives

In FY2024, two health seminars were conducted by in-house public health nurses. The themes were "Female Hormones and Mental and Physical Care - Turning Menopause into an Opportunity" and "Male Menopause Seminar - Health Management Strategies for Business Professionals." Each seminar was attended by over 100 employees from various age groups and genders. These seminars provided an opportunity to deepen understanding of health management not only for oneself, but also for family members and colleagues, contributing to greater health awareness across the workplace.

■ Mental Health

Support for mental health

In collaboration with industrial physicians specializing in mental health, Nihon Kohden conducts stress management tests (stress checks) and works on early detection and prevention of mental health issues through both self-care and line care. In FY2024, in addition to workplace-specific training, we conducted self-care training and line-care training sessions to help individual employees and teams utilize the test results effectively. Mental health education is also provided as part of training programs for new managers and new employees.
For employees experiencing mental health issues, the Company provides continuous follow-up support, including consultations with industrial physicians upon returning to work, participation in a rehabilitation work program, and regular follow-up meetings with industrial physicians. Furthermore, we provide a system that allows employees to consult with an in-house counselor who is a clinical psychologist at any time, supporting the creation of a safe and comfortable working environment.

For further details, please refer to our website.
Health Management of Employees

Initiatives to Enhance the Value of Human Capital

Harassment Prevention Initiatives

Nihon Kohden aims to contribute to the world by fighting disease and improving health with advanced technology and to remain an ethical company that is widely trusted by society. To this end, in its Ethical Company Declaration, the Company affirms its commitment to respecting the human rights of all individuals, refraining from any acts that infringe on personal dignity or involve unfair discrimination.
The Company also strives to prevent harassment by explicitly prohibiting it in the Nihon Kohden Code of Ethics and Conduct, Nihon Kohden Group Human Rights Policy, and Employment Regulations.
To prevent harassment and ensure prompt resolution when it occurs, we have established an internal harassment consultation, and in addition, set up an external consultation to ensure that anyone can feel comfortable seeking advice. When a consultation is received, we make every effort to ensure that the privacy of the individuals involved is strictly protected, and that they are clearly informed that they will not be treated unfavorably in any way due to the content of the consultation or their cooperation in confirming the facts, so that they can feel secure in seeking advice. In FY2024, there were 20 harassment consultations and five grievance consultations.
E-learning programs have also been conducted regularly for both general employees and managers to promote a proper understanding of harassment, with 4,211 participants (100% participation rate) in FY2024. In addition, we provide harassment training for newly appointed managers to ensure a proper understanding of harassment and its prevention, aiming to create a comfortable workplace environment.

TOPICS

In March 2025, Nihon Kohden was certified for the first time as a "Health & Productivity Management Outstanding Organization 2025 (Large Enterprise Category)" under the recognition program established by the Ministry of Economy, Trade and Industry (METI) in Japan. This certification program, administered by the Japan Health Council, aims to make companies that actively promote excellent health management more visible. It helps create an environment where such companies can be socially recognized by employees, job seekers, business partners, and financial institutions.
To ensure that each employee takes pride in their contribution to healthcare and continuously tackles global medical issues, we will implement our Management Philosophy and foster a culture of health.

