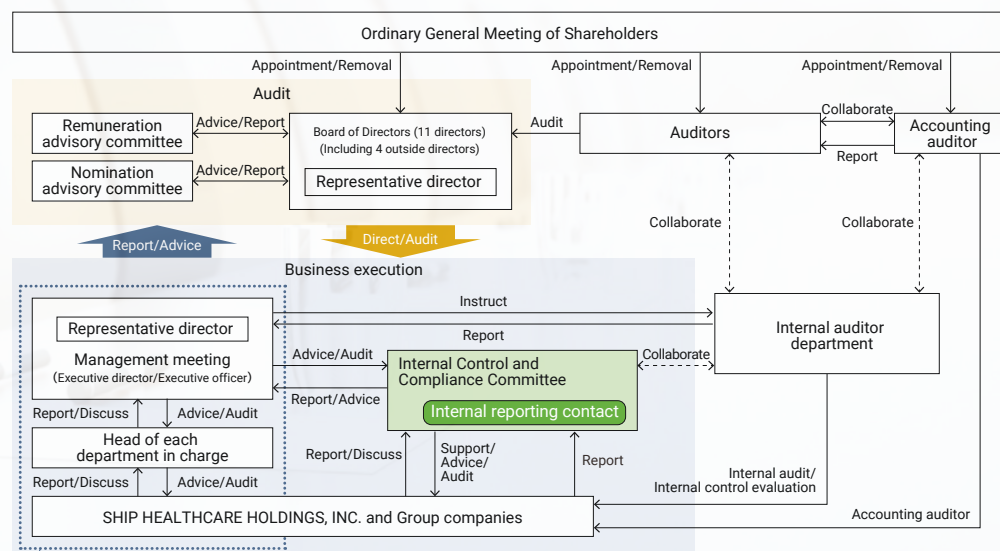


With the Future of Organization

We recognize that it is important to strengthen corporate governance which is key to Group management to continue to contribute to sustainable society. We realize the sustainable society with the future of organization by acting with high sense of ethics and responsibility based on “SHIP” Philosophy and further growing.

Corporate Governance Structure (As of June 30, 2025)

The Board of Directors includes outside directors, constituting more than one-third of its membership. Under their supervision, the Internal Control and Compliance Committee, chaired by the Representative Director and President, is established directly under the Management Council to enhance governance across the entire Group.



Enhancing Medium- to Long-term Corporate Value as a Company Listed on Prime Market

Addressing Corporate Governance Code

We regularly review/strengthen our governance based on corporate governance code for realizing enhancing medium- to long-term corporate value to achieve sustainable growth. We make efforts for taking social responsibility to meet the request of business environment including constructive dialogue with various stakeholders and respecting human resources in addition to establish compliance and risk management system.

"SHIP" Philosophy means "putting importance on sincere and humanity, having spirit of sincere innovator and contributing to society with stakeholders." It is the base of corporate culture which makes efforts to enhance corporate value with high sense of ethics and responsibility. We further enhance Group governance by the management team and all staff of the Group acting based on "SHIP" Philosophy and "Corporate Standards of Conduct" and introducing evaluating system for their attitude.

Strengthening Internal Control and Compliance

We recognize that strengthening internal control and compliance is the most important management issue as the company group which takes social responsibility related to lives under the Group Mission "Creating environments for medical professionals."

The Internal Control & Compliance Committee throughs avoiding harassment, promoting fair deals and complying with various business laws in addition to understanding the actual situation of internal control and compliance of Group companies. We promote to build resilient organization by fostering awareness of compliance including reflecting common issues in the Group to “Corporate Standards of Conduct.”