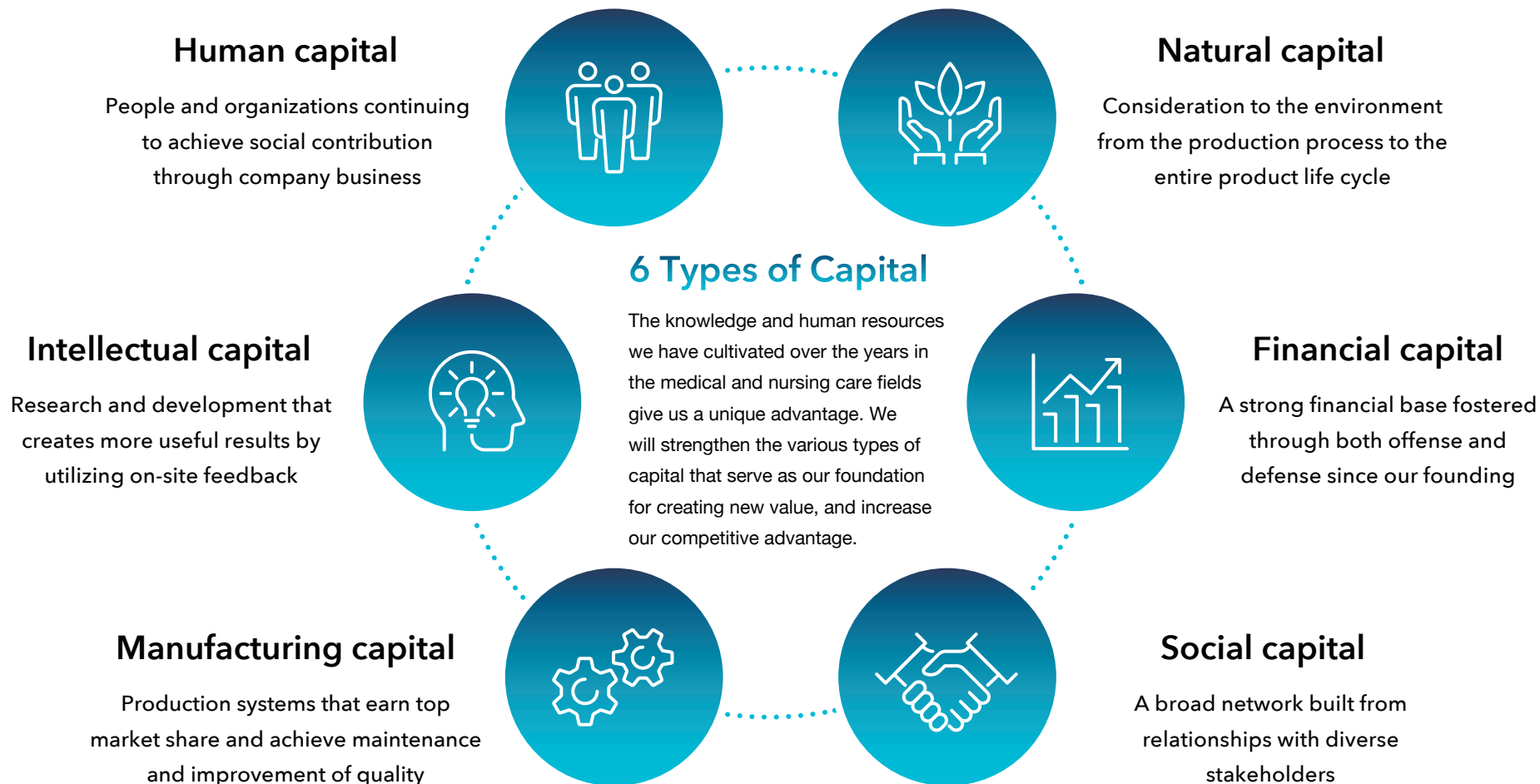


Capital Strategy

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Human Capital



Overview of initiatives for strengthening capital

In order to continue achieving social contribution through company business, we will promote the development and strengthening of personnel who have a challenge-taking mindset and create the future of the Paramount Bed Group while valuing communication, as well as collaboration internally and externally. Furthermore, we intend to strengthen our organization by securing diverse human resources, and to foster our organizational and corporate culture through thorough awareness of legal compliance.

*When not indicated otherwise, each indicator for “human capital” is calculated for Paramount Bed Co., Ltd.

Human resources development policy



We believe that it is crucial to strengthen our human resource base in order to make progress with our Medium-term Management Plan, with the pillar of our preferred personnel profile, that is, “personnel who can voluntarily try new fields, recognize the importance of communication, and create the future of Paramount Bed Group,” especially from the perspective of engagement, development, skill/experience, leadership, succession plan, and hiring. To do this, with a focus on “creating a rewarding experience” and “supporting growth,” we will implement various measures for two topics of “enhancing overall employee development” and “hiring and developing global human resources,” and make efforts to develop human resources.

Policy on improving corporate environment



The products and services of the Group are used by a wide range of people. For that reason, we think that it is important to make use of the feelings created from employees with different backgrounds, that is, diverse nationalities, generations, and genders, when developing our products and providing our services. And, in order to better utilize diversity, we are cultivating a “culture with thorough communication,” aimed at mutual understanding and building relationships of trust, and a “culture that encourages challenges” so that experts will continue trying new fields while remaining committed to being the top in the industry. Furthermore, in our Group, we will work to improve our corporate environment from the perspective of diversity, mental health, physical health, and compliance/ethics.

Human Resources Development

■ Enhancing overall employee development

In order to promote human resources development based on “creating a rewarding experience” and “supporting growth,” we are implementing measures emphasizing “learning” for voluntary employee learning, and “experience” for increasing skills through work. We will constantly promote employee growth and development through a cycle of accumulation of experience utilizing learning and learning new things through experience.

Learning

We have created comprehensive learning opportunity “Paramount Campus” as a voluntary learning system supporting employees’ motivation to learn and ability to act. We provide over 220 remote learning courses. Plus, by changing learning into points and incorporating it as a factor for getting promoted, we encourage employee growth and development. We also implement various learning support measures, such as sending employees to a business school or graduate school with the aim of developing highly specialized human resources, and establishing DX classes.

Number of students studying in remote learning class with Paramount Campus

2023/3	845	2024/3	901
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Experience

In order to clarify expected roles and behaviors, and to expand opportunities for employees to play an active role according to their characteristics, we have introduced a new human resources system that ties achievement of action items to evaluations more clearly. We also link applicable education measures for each employee. And in order to encourage employees who want to try new things, we have established our “Career Challenge System” recruiting for transfers between other companies within the Group. Furthermore, we are also making efforts toward identifying and developing executive personnel from a medium- and long-term perspective.

■ Hiring and developing global human resources

In order to improve our ability to respond to globalization, we proactively hire human resources with advanced linguistic abilities and those with a strong interest in working overseas. And aside from offering a range of educational opportunities for language education to support improving TOEIC® scores even after joining the Company, in 2020 we established our “Overseas Trainee System” as part of our Career Challenge System. This is an initiative allowing employees to experience working overseas for a limited time that we recruit for openly.



Improving Our Corporate Environment

Promoting diversity

As for promoting diversity at the Group, we have set targets for the following indicators: percentage of female workers in management positions, ratio of childcare leave taken by male employees, and ratio of female employees among new graduate hires (compared to number of new hires). On top of that, along with responding to the life events of each employee, we are developing and enhancing various systems that enable diverse personnel to work with enthusiasm. For example, maternity leave before and after childbirth, child caregiver leave, shortened work hours, etc. In addition, we are also making efforts to ensure that older personnel can display their skills to the fullest by establishing a post-retirement rehiring system under which retirees can work until 65 according to work tasks and difficulty level. Also, we encourage employees to acquire knowledge and new perspectives from other companies via our Side Job/Concurrent Job System for our current employees and our Comeback System for former employees who have left the Company, thereby increasing the diversity of our organization.

Further, we are actively engaged in efforts to promote understanding of working women throughout society going through the menopause. Our Group was selected as a subsidized entity for the Subsidy Project for Demonstration Projects

for Femtech and Similar Support Services in FY2023 by the Ministry of Economy, Trade and Industry, and we conducted a demonstration project for improving discomfort felt by working women going through the menopause and building support

systems of men at workplaces in collaboration with HITOBITO. inc. We will continue working to contribute to the development of Femtech, since it is a topic that is still very little understood in society.

Percentage of female workers in management positions

	2023/3	2024/3	2029/3 (Targets)
Paramount Bed Co., Ltd.	3.1 %	3.8 %	10 %
Paratechno Co., Ltd.	3.0 %	2.8 %	5 %
Paramount Care Service Co., Ltd.	4.7 %	4.6 %	10 %

Ratio of childcare leave taken by male employees

	2023/3	2024/3	2029/3 (Targets)
Paramount Bed Co., Ltd.	41.4 %	50.0 %	85 %
Paratechno Co., Ltd.	7.7 %	29.4 %	50 %
Paramount Care Service Co., Ltd.	0.0 %	16.7 %	50 %

Ratio of female employees among new graduate hires (compared to number of new hires)

	2023/3	2024/3	Yearly Target
Paramount Bed Co., Ltd.	29.6 %	42.9 %	30 %
Paratechno Co., Ltd.	—	—	—
Paramount Care Service Co., Ltd.	30.0 %	40.0 %	30 %

*Paratechno Co., Ltd. does not hire new graduates.

Improving Our Corporate Environment

Employee health initiatives

With the aim of actively promoting the health of employees, we, alongside our major Group subsidiaries, have established a secretariat within the general affairs department, with the director in charge of administration serving as the Chief Health Management Officer, and are developing systems and promoting measures in cooperation with health and safety committees, industrial physicians, health insurance associations, and other organizations as appropriate.

Through partnering with related companies, we are carrying out demonstration experiments aimed at offering services for sleep-based lifestyle improvements. We encourage employees to use sleep-status measuring applications, and these are useful for improving sleep. Also, we have incorporated understandings of depression and ways to handle it as part of our employee training program to prevent depression. We have introduced services to enable individual stress checks. We have established external consultation services, and we are expanding out consultation system to more closely cooperate with our industrial physicians.

Stress check uptake rate			
2023/3	85.9%	2024/3	87.3%

In recognition of these efforts, Paramount Bed Holdings Co., Ltd., Paramount Bed Co., Ltd., Paratechno Co., Ltd., and Paramount Care Service Co., Ltd. were each recognized as “2024 Certified Health & Productivity Management Outstanding Organizations,” a system designed by the Ministry of Economy, Trade and Industry and awarded by Nippon Kenko Kaigi.



Promoting work style reforms

We are promoting work style reforms in order to establish work-life management customized to each individual’s lifestyle. Specifically, in order to support balancing work and childcare or nursing care, we combine our various systems such as telework, area sales, limited work locations, and leave for accompanying a spouse due to job transfer.



Ensuring compliance

We provide compliance training whenever employees join us in order to further improve our corporate value. We have created the “Corporate Ethics Guidebook” and use it during training. We also regularly convey messages from the Corporate Ethics Office. Furthermore, in order to monitor compliance, we are monitoring the situation on various fronts by conducting employee awareness surveys and establishing reporting contacts.

Compliance training uptake rate			
2023/3	100%	2024/3	100%



Intellectual Capital



Overview of initiatives for strengthening capital

We position all the technology that we have developed and knowledge that we have accumulated thus far, as well as the intellectual property that accompanies the technology and knowledge, as factors that are important for continuously improving our corporate value through our management strategy. To appropriately protect and utilize the intellectual property held by the Group, aside from establishing appropriate management systems, we are also securing employees with specialized knowledge and continuously developing our human resources.

■ Paramount Bed Sleep Research Institute

We believe the mission of the institute is to “confront various issues related to sleep and help to resolve them,” and we promote research and development toward realizing this mission. Concepts that have actually been turned into commercial products include “Nemuri SCAN,” a non-attached sheet-type sensor for detecting body motion, such as turning over during sleep, breathing, heart rate, etc. to monitor sleep status; “even resistance mattresses” with a level of elasticity close to that of the human body to facilitate turning over during sleep, which is necessary for improving sleep quality; and “Nemuri Auto-Operation,” a function for automatically adjusting bed angles in accordance with the sleep status identified by sensors. Alongside enhancing the value of the Group’s products and services, we hope that the results of our research are useful to people around the world through their implementation in society and making them a part of people’s daily lives.

Research and development expenses

Unit: Millions of yen

2023/3	2024/3	2025/3 (Estimate)
1,753	1,868	2,158

Results from COSMOS-PAL Study Selected as Best Abstract at Joint Meeting

Research results from the “COSMOS-PAL Study,” a project in which members of our research team are participating, were selected at the Joint Meeting of The 29th Congress of the Japanese Society for Palliative Medicine and The 37th Annual Meeting of the Japan Psycho-Oncology Society, with two abstracts selected as most excellent and one abstract recognized as excellent. A total of about 900 abstracts were submitted. Of those, only 10 were awarded the top prize.

Abstracts selected as most excellent

- Changes in vital signs obtained from a sheet-shaped body vibrometer during the seven days before death: A prospective study of 776 terminally ill cancer patients
- Activity levels monitored by Nemuri SCAN can be an objective indicator of lack of terminal agitation

Abstract selected as excellent

- Studying the effects and safety of sedation using the “Nemuri SCAN” sheet-shaped body vibrometer: A prospective observational study comparing proportional sedation and continuous deep sedation



Manufacturing Capital



Overview of initiatives for strengthening capital

We have two functions: manufacturer (Paramount Bed) and rental wholesaler (Paramount Care Service). As a manufacturer, we have created structures combining all the accumulated expertise since our founding together with cutting-edge systems, and implement thorough quality control by tactile and visual inspections, foreign object inspections using metal detectors, and other various inspections. As a rental wholesaler, we have built a system that can deliver well-maintained assistive products immediately when needed. We also carry out disinfection and cleaning with the utmost care for sanitation.

Manufacturer

- Effective, integrated production system
- Thorough quality control
- Optimal global production site system through domestic and international collaboration

At our primary Chiba Factory, we have built an integrated production system with everything from raw materials to finished products, centered on bed production. We have established a pattern of making a number of bed units in one cycle. With this method of continuously conveying them between processes from welding to painting and assembly without interruption, we work to shorten manufacturing lead time and minimize in-process inventory, while simultaneously reducing electricity usage and waste generated. In addition, the Paramount Bed's headquarters and factories are certified with international standard ISO9001 (quality management systems) and ISO13485 (medical devices-quality management systems).



Rental wholesaler

- Nationwide store network that can respond quickly
- Maintenance system that provides clean, safe, and reliable products

Along with building a system that ensures immediate delivery of well-maintained assistive products when necessary, we conduct thorough quality control to ensure that these products are safe and reliable for users. In addition, we are striving to improve operational efficiency and cleaning quality through company-developed automatic washing machines. On top of that, we carry out ethanol-based spray cleaning and water cleansing using high-pressure cleaners. After cleaning, along with rinsing using environmentally-friendly, slightly acidic electrolyzed water that is also used for disinfecting foodstuffs, we carry out disinfection using ozone. The disinfected products are inspected for bacteria through regular sampling, and the effectiveness of the disinfection is verified.



■ Responding to the 2024 problem in logistics

Under the Act on the Arrangement of Related Acts to Promote Work Style Reform, upper limits on annual overtime hours in respect of operating vehicles have been in effect since April 1, 2024. This so-called “2024 problem” has affected a variety of industries. In addition, there is increased demand for logistics services, despite a deepening labor shortage in recent years and a reduction in the shifts drivers can work. Against this backdrop, with freight costs rising and lead times for transportation increasing, it has become imperative for companies reliant on logistics in their business to respond. The Group has responded to this situation by updating the Chiba Distribution Center, the Group’s main warehouse in Japan.

Expansion of Chiba No. 2 Distribution Center Streamlines Logistics

In February 2024, we expanded the Chiba No. 2 Distribution Center, one of our main warehouses in Japan. In addition to expanding the cargo sorting area from about 661 m² (approx. 200 tsubo) to about 992 m² (approx. 300 tsubo), a new space for floor storage of about 496 m² (approx. 150 tsubo) has been added. The number of spaces for trucks that can be simultaneously parked and loaded has been increased from six to a maximum of 12 spaces. Thanks to these changes, logistics has become much more streamlined, with reduced driver waiting time, which had been an issue prior to the expansion, increased storage capacity, and much more.



Two-story warehouse



1F cargo handling area

Costs		Functions		Other improvement measures and effects
●External warehouse expenses	20 million yen/year reduction 500 tsubo (approx. 1,653 m ²) × 4,000 yen/tsubo per month × 12 months	●Expansion of cargo sorting area	Approx. 661 m ² (approx. 200 tsubo) ➔ approx. 992 m² (approx. 300 tsubo)	●Shift work allows for nighttime picking and sorting operations ➔Reduces waiting and loading time with regular transfer service for morning shipments ●Roll cages allow small products that take time to sort and load to be prepared in advance ➔Reduces loading time and labor by reducing the number of dispatch operations when loading trucks ●New rest area created for drivers ➔Provides an air-conditioned space where drivers can relax
●Warehouse-to-warehouse transfer expenses	8.8 million yen/year reduction 40,000 yen/day × 220 days/year	●Newly added space for floor storage	0 m ² (0 tsubo) ➔ approx. 496 m² (approx. 150 tsubo)	
●Risk of waiting time costs	120 million yen/year not required 10 million yen/month × 12 months	●Extension of platform	Simultaneous truck parking/loading 6 spaces ➔ 12 spaces	



Overview of initiatives for strengthening capital

We aim to reduce environmental impact throughout our product production process and the entire product life cycle. We review raw materials, procure materials with low environmental impact, and encourage reusing and recycling, as well as promoting energy-saving activities at our production and business sites. We have established the “Factory Energy Saving Secretariat” in our Production Division, and we are always actively promoting these efforts.

■ Environmental targets based on our vision

Our Group advocates “5. Environmentally conscious business activities” as one of our materialities (priority issues). With this, we aim to reduce environmental impact involved in our corporate activities and throughout the entire product life cycle. We have organized the impacts of risks and opportunities related to climate change on our Group business activities, revenue, and other aspects in line with Task Force on Climate-related Financial Disclosures (TCFD) recommendations (see the next page). GHG emissions for the fiscal year ended March 31, 2024 were 3,855 tCO₂, a decrease of 43% compared to the fiscal year ended March 31, 2014, which is the base year. We are committed to further emission reduction activities with the aim of achieving carbon neutrality by 2050.

Scope 1 / Scope 2 emissions volume

2014/3 (base fiscal year)	2024/3	2030 (target)
6,813t CO ₂	3,855t CO ₂	30% reduction

*The indicators have been set as the GHG emissions applicable to Scope 1 and Scope 2, and the scope of calculation includes Paramount Bed Holdings Co., Ltd. and Paramount Bed Co., Ltd.

Introduction of Solar Power Generation at Distribution Center

In June 2024, we installed solar panels on the roof of the Chiba No. 2 Distribution Center with the aim of reducing CO₂ emissions. This initiative contributes to expanding the use of renewable energy and reducing our environmental impact. Electricity used at the mattress factory and No. 2 distribution center is partially supplied by clean energy generated by solar power, which is expected to reduce CO₂ emissions by about 22.2 tons per year.



Task Force on Climate-related Financial Disclosures (TCFD)

Below 2°C scenario

A scenario in which measures are taken, such as strengthening regulations in order to minimize the increase in temperature and changing markets

Key:

▲ : Risk

● : Opportunity

Risk and opportunity	Business impact	Influence on the Company	Company measure
Introduction of a carbon tax ▲ Increased costs for procurement, logistics, and operations due to carbon tax and emission permit transactions	★★★	It is assumed that the introduction of a carbon tax will lead to increased procurement costs for steel and other materials, increased company operation costs at factories, etc., and increased logistics costs, which will likely have a significant impact on the Company's businesses.	- Switch to low-carbon materials - Reduce shipping volume by making shipping between locations more efficient, etc. - Formulate a policy for reducing the Company's CO₂ emissions (Scope 1 / Scope 2)
Strengthened decarbonization measures ▲ Increased renewable energy procurement costs ● Increased demand for environmentally-friendly technologies and services	★★	The strengthening of decarbonization measures requires switching all electricity to renewable energy sources, which will incur additional costs, but the impact on the Company is expected to be small. On the other hand, an increase in demand for the Company's environmentally-friendly technologies and services is predicted.	- Formulate a policy for reducing the Company's CO₂ emissions (Scope 1 / Scope 2) - Quickly grasp changes in customers' environmental consciousness and develop and provide environmentally-friendly products required by those customers at those times
Changing stakeholder awareness ▲ Insufficient response to climate change and lowered reputation ● Increased demand for rental and after-sales services due to customers' increasing environmental awareness	★★★	If we do not disclose information related to environmental measures appropriately or does not set targets for reducing GHG emissions, the risk of reputational damage from stakeholders may occur. However, due to continuing to have a policy of working toward appropriate disclosure in the future, we expect a certain level of impact. On the other hand, we expect significant impact on the Company's businesses, as customers will be more inclined to reduce disposal costs, leading to rising demand for rental services and after-sales services such as component replacement.	- Maintain and improve our reputation as a company that operates with consideration to the environment through appropriate disclosure of information related to climate change, such as the TCFD - Maintain and improve our reputation as a company that takes environmental responsibility by supplying environmentally-friendly products as well as setting and achieving targets for reducing GHG emissions - Accelerate the expansion of our recurring revenue businesses as well as develop new recurring revenue business offerings utilizing sensing technology, AI, IoT, etc.

Task Force on Climate-related Financial Disclosures (TCFD)

4° C scenario

A scenario in which physical effects such as weather anomalies occur as a result of rising temperatures

Key:
▲ : Risk
● : Opportunity

Risk and opportunity	Business impact	Influence on the Company	Company measure
Acute risk (intensification of wind and flood damage) ▲ Risk of a natural disaster severely damaging a raw material supplier, causing operations to be suspended ▲ Risk of a disaster at a production site, causing operations to be suspended ▲ Logistics interruption due to localized torrential rain ● Increased demand for disaster prevention products and services ● Securing trust with quick and stable supply when wind and flood damage occurs	★★★	Suspension of operations and the resulting loss of profit may occur when suppliers with large transaction amounts, production sites, and logistics networks are damaged due to storms or floods. On the other hand, demand for disaster prevention products and services will grow due to intensified and frequent wind and flood damage. Also, it is thought that handling supply in a speedy and stable manner when a disaster occurs could be an opportunity for the Company to secure trust, and we expect significant impact on the Company's businesses.	• Promote multiple suppliers, multiple inventory locations, and adoption of general-purpose items • Secure safe inventory in order to ensure stable supply of products even during a disaster, as well as speedily respond to production by cooperating with other production sites • Establish a system for emergency shipping from other regions as an alternative to disaster-stricken logistics routes • Develop products and services that are effective during times of natural disaster, improve and expand the supply system, disseminate information externally, and conduct promotion activities
Chronic risk (increased temperatures, warming) ▲ Increased costs to handle higher temperatures ● Increased demand for products and services to address reduced sleep quality from higher temperatures ● Increased demand for products and services to make medical care, clinical nursing, and nursing care work more efficient as temperatures increase	★★★	If temperatures rise, costs may occur due to responses to the increased temperatures, such as air-conditioning costs to maintain employee health. On the other hand, we expect significant impact on the Company's businesses as the demand is predicted for measures to mitigate decreased sleep quality from increased temperatures as well as for the Company's products (sleep tech products, the Smart Bed System, etc.) due to expanded demand for supporting medical care, clinical nursing, and nursing care work.	• Reduce air-conditioning costs by introducing high-efficiency air conditioning units, etc. • Develop and sell sleep tech products and the Smart Bed System, disseminate information externally, and conduct promotion activities

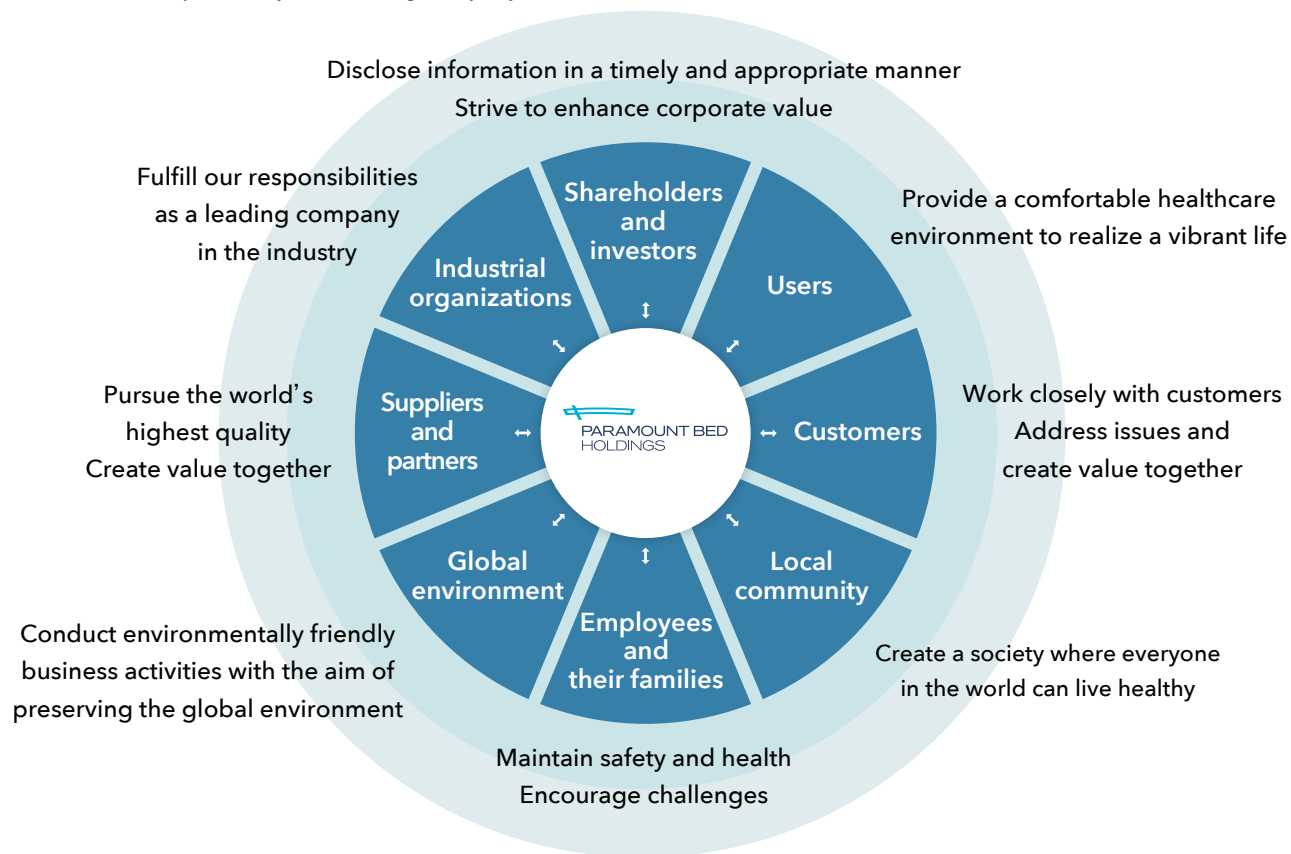


Social Capital



Overview of initiatives for strengthening capital

It is difficult for us alone to solve social issues, and we must cooperate and collaborate with various stakeholders. We will utilize information gained from a strong network with medical and nursing care workers to improve our products and services. Furthermore, we are making efforts to solve social problems as a unified industry by working on the industry to establish a system to strive for product safety, and supporting education and training for nurses, etc. We believe that we have that responsibility as a leading company.





Financial Capital

Overview of initiatives for strengthening capital

We expanded from our original core business of manufacturing and selling medical beds into the nursing care and health promotion fields, addressing customer needs and social issues. This has allowed us to develop diverse revenue streams. In recent years, we have been transitioning from one-time-fee businesses to recurring revenue businesses in order to increase future growth potential. We will update the business line for sustainable growth.

Shareholder returns

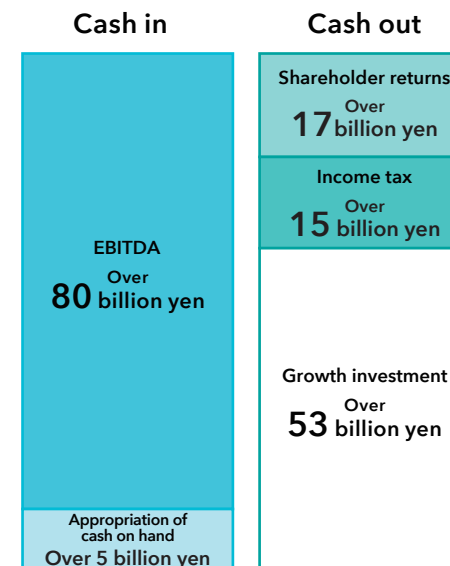
On May 13, 2024, we announced a new dividend policy, setting 4.0% DOE and 50% payout ratio as a guide. We will promote a policy of returns for shareholders and investors through which we can enjoy the growth of the Group together. We will consider flexible additional returns as needed while taking changes in stock prices and market conditions into account in a comprehensive manner.

Growth investment

To meet the needs of client facilities more than ever, we plan to make aggressive investments in increasing our lineup of recurring revenue services. We will actively use CVC and collaborate with other companies as a way of widening the scope of our proposals. Both in Japan and overseas, we will promote the enhancement of facilities to achieve stable production and maintenance by installing highly efficient machines and eliminating the need for manpower through automation. In addition, the new ERP system that can adapt to changes in business conditions and allow for faster information sharing and decision-making on management matters will be rolled out overseas as needed to support the growth of the overseas business.

Cash Allocation

(Cumulative total over Phase II period)



Materiality Initiatives

1 Support for the establishment of a sustainable medical and nursing care system

Making it possible to check a patient's status from a smartphone for medical institutions



MEDCOM, a smartphone for medical institutions produced by MEDCOM, INC., in which we have invested through CVC, was linked with the Group's Smart Bed System and delivered to Seiwakai Medical Corporation Osaka Tatsumi Rehabilitation Hospital. Through this linkage, nurses are now able to check on whether a patient is sleeping or awake, as well as respiratory rate, heart rate, and other information, via smartphone without having to be at the patient's bedside or staff station.


MEDCOM

 MEDCOM 

Conducted project to investigate the effectiveness of nursing care beds



The Group-owned Paramount Healthcare Research Institute, a research and study institute for the medical and nursing care fields, collects and disseminates evidence and information for developing the medical and nursing care industries. The institute launched its "bed effectiveness research project" in 2021. The research is focused on the effectiveness of nursing care beds. Amid an expected increase in demand for nursing care insurance services, scientific evidence is becoming increasingly important for the continuation of the nursing care insurance system, therefore, we will continue to make progress in surveys and research.



Scene of presenting an abstract on the effectiveness of nursing care beds at the 4th Assistive Products Specialist Consultant Research Conference

Materiality Initiatives

2 Creation of an environment where everyone can live healthily and happily

Aiming to develop Femtech to support women at all life stages



Femtech is a term created from the words “female” and “technology.” It refers to products and services that try to solve women’s health issues through technology. Our Group was selected as a subsidized entity for the Subsidy Project for Demonstration Projects for Femtech and Similar Support Services in FY2023 by the Ministry of Economy, Trade and Industry, and we conducted a demonstration project for improving discomfort felt by working women going through the menopause and building support systems of men at workplaces in collaboration with HITOBITO. inc until March 2024. We are actively promoting Femtech-related initiatives, such as exhibiting our products at the Femtech Fes! in February 2024.



Scene from research presentation on demonstration project held in collaboration with HITOBITO. inc. (February 1)

Employee health management service “NEMURI Supporters” wins BOXIL SaaS AWARD Summer 2024



The BOXIL SaaS AWARD is an event held by SMARTCAMP Co., Ltd., which operates the SaaS comparison site “BOXIL SaaS.” SMARTCAMP judges, nominates, and awards outstanding examples of SaaS. Among prizes with a total of 10 items, “NEMURI Supporters” was awarded the “Good Service” prize in the health management systems category. This is awarded to the service with the highest overall score in each category from reviews posted on its website.

What is “NEMURI Supporters” ? [Official website](#)

This is a service provided by NTT PARAVITA Co., Ltd., which was established in collaboration with Nippon Telegraph and Telephone West Corporation and the Group. Employees can get education on sleep, visualize their sleep status, and receive consultations via LINE* and advice on improvements, etc. In particular, the dedicated staff members handle the support on LINE, so it is possible to have as many consultations as wanted at any time without worry.

*LINE is a trademark or registered trademark of LY Corporation.



Materiality Initiatives

2 Creation of an environment where everyone can live healthily and happily

Para canoeist Monika Seryu places sixth at Paris 2024 Paralympics



The Group signed a sponsorship agreement with athlete Monika Seryu in 2022. To help Seryu manage her physical condition, recover from fatigue, and enhance the effects of training, we have provided a bed and body motion sensors to measure sleep status, and offer sleep support by staff from the Group's Sleep Research Institute. At the Paris 2024 Paralympic Games, she competed in women's kayak (KL1), achieving a personal best by placing sixth.



“Para Support Project” for students at schools for special needs education



The Group has been sponsoring the “Para Support Project” initiated by Chiba Lotte Marines Co., Ltd. The initiative aims to offer students at schools for special needs education in Chiba Prefecture the chance to experience the fun and joy of physical exercise through baseball and dance. Along with Chiba Lotte Marines coaches and players, instructors from the Marines Dance Academy participate in the project, which is being held at 37 schools over a three-year period from April 2023 to 2025.



◀ The children interact with one other while getting hands-on experience of basic baseball moves, such as throwing, catching, and hitting



▶ Scene from a class where students can try dancing to the team's support song “WE LOVE MARINES”

Materiality Initiatives

2 Creation of an environment where everyone can live healthily and happily

Provision of educational program for junior high school students to learn about the importance of sleep



As well as the use of smartphones, increased time spent on club activities and studying has led to a deterioration in sleep quality among junior high school students. With the aim of improving this, we developed an educational program for junior high school students across Japan to learn about the importance of sleep together with ARROWS Inc. The program is offered free of charge as part of ARROW's "SENSEI Yononakagaku" service, which is used by over 90,000 teachers nationwide, and has been evaluated highly since its release in June 2022.



Materiality Initiatives

3 Pursuit of product safety

Creation of brochure for used nursing care beds



The Safety Promotion Council for Medical and Home Care Bed has prepared a pamphlet for everyone who sells or purchases used nursing care beds to help them use the products more safely. The council was established in 2002 with the aims of developing and popularizing safer medical care and nursing care beds and peripheral equipment across the industry, as well as creating an environment in which users can use these beds safely and worry-free by ensuring that the correct usage of these beds is known and fully understood. Group Chairperson Kyosuke Kimura serves as the council's chair.



Used beds can cause unexpected accidents if they are not in a suitable condition or are used incorrectly. To prevent accidents, the brochure lists seven points to check in an easy to understand manner.

Materiality Initiatives

4 Promotion of employee health, diversity, and work style reform

“Career Challenge System” for recruiting for transfers to other companies within the Group



In order to enhance human capital at the Group, we have set “learning” and “experience” as topics for strengthening the development of all employees. The “Career Challenge System” is a measure that contributes to “experience.” It has been provided with the aim of encouraging employees who want to take on new challenges. Thirteen employees have already taken advantage of this system, which recruits people for transfers to other companies within the Group. We will further promote the vitalization of our organization while improving employee capabilities and supporting their career development.



Four Group companies recognized as 2024 Certified Health & Productivity Management Outstanding Organizations



We have been recognized as 2024 Certified Health & Productivity Management Outstanding Organizations (Large Enterprise Category) as part of the Certified Health & Productivity Management Outstanding Organizations Recognition Program jointly awarded by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi. Four companies were recognized, including Paramount Bed Holdings Co., Ltd., Paramount Bed Co., Ltd., Paratechno Co., Ltd., and Paramount Care Service Co., Ltd. We will continue to engage in health promotion management and promote the creation of workplace environments where employees can stay in good health and work comfortably.



PARAMOUNT BED HOLDINGS

PARAMOUNT BED

PARATECHNO

PARAMOUNT CARE SERVICE

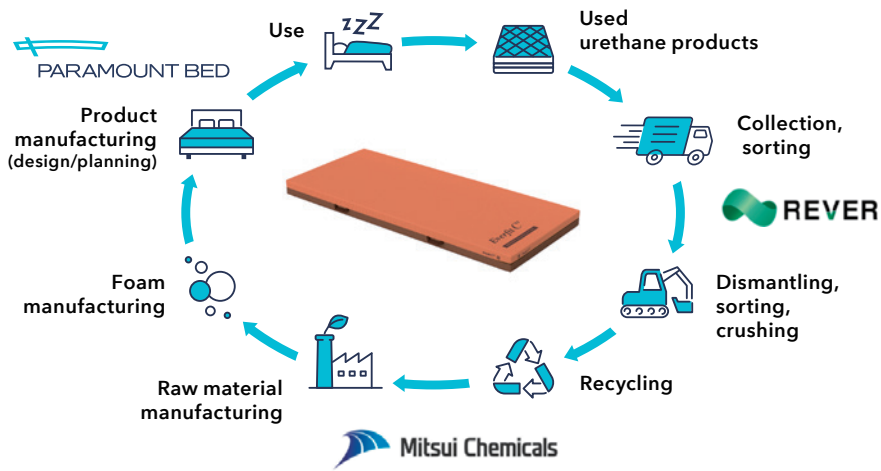
Materiality Initiatives

5 Environmentally conscious business activities

Launch of polyurethane chemical recycling demonstration



An initiative by Paramount Bed Co., Ltd., Mitsui Chemicals, Inc., and REVER CORPORATION aiming to chemically recycle polyurethane contained in bed mattresses was adopted by the Ministry of the Environment for a FY2023 project to promote the establishment of a decarbonized circular economy system. We will work to develop low-carbon technologies and processes for the chemical recycling of used bed mattresses by February 2025.



Expansion of mangrove reforestation activities in Indonesia



Paramount Bed Co., Ltd. has been undertaking mangrove reforestation activities in Indonesia using “Sleep Points,” a points program used in the “Active Sleep BED” smartphone app. The expansion of activities in March 2024 increased the total area of the mangrove forest to 30 hectares, or 70,700 trees, with the maximum amount of CO₂ absorbed and stored expected to be equivalent to up to 30,000 tons. We will continue to conduct reforestation activities in this area as a way of contributing to environmental conservation.



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