

Facts & Data



CEO Message

Value Creation

Business Sustainability

Corporate Governance

Facts & Data

Financial-Related Data

2026/3				
Consolidated net sales 106.8 billion yen	Medical Care Business sales 41.6 billion yen	Nursing Care Business sales 6.4 billion yen	Health Promotion Business sales 1.2 billion yen	Overseas sales ratio 9.5 %

* Amounts are rounded down to the nearest 100 million yen.

Non-Financial-Related Data

Social

		2024/3	2025/3	2026/3
Ratio of female workers in management positions (%)	PB	3.8	3.9	4.3
	PT	2.8	2.6	2.6
	PCS	4.6	4.4	5.0
Ratio of childcare leave taken by male employees (%)	PB	50.0	66.7	89.7
	PT	29.4	81.8	109.1*
	PCS	16.7	71.4	45.0
Ratio of female employees among new graduate hires (%)	PB	42.9	37.5	50.0
	PT	Paratechno Co., Ltd. does not conduct new graduate hiring.		
	PCS	40.0	30.0	57.1
Rate of users of the post-retirement reemployment system (%)		75.0	80.0	93.3
Number of Paramount Campus participants		901	819	976
Stress check participation rate (%)		87.3	91.5	91.6
Number of employees		4,126	4,360	4,555

* The childcare leave utilization rate calculation method changed from 2022 based on the Child Care and Family Care Leave Act, as follows:

(Number of male employees who took leave for first-time childcare in 2024) ÷ (Number of male employees who had a child born in 2024) × 100

For Paramount, in calculating the childcare leave utilization rate based on the mandatory paid childcare leave system that is included in the calculation scope, the fiscal year and the deadline for taking the relevant leave differ. Accordingly, the scope of individuals in the numerator and denominator differ and the result is not necessarily 100%.

Environment

	2024/3	2025/3	2026/3
Scope 1 / Scope 2 emissions (t)	3,855	4,110	3,821

* Indicators are GHG emissions corresponding to Scope 1/Scope 2. The scope of calculation is Paramount Bed Holdings Co., Ltd. and Paramount Bed Co., Ltd.

Governance

Overview of Corporate Governance (as of June 30, 2026)

Organizational form	Company with an Audit and Supervisory Committee
Chair of the Board	Tomohiko Kimura, President and Chief Executive Officer
Number of board members	9 (Including 2 female board members)
Number of outside board members	4 (Number designated as independent directors: 4)

	2024/3	2025/3	2026/3
Compliance training participation rate	100%	100%	100%

Corporate Information (As of June 30, 2026)

Company name	Paramount Bed Holdings Co., Ltd.
English name	PARAMOUNT BED HOLDINGS CO., LTD.
Head office	14-5, Higashisuna 2-chome, Koto-ku, Tokyo 136-8671, Japan
Phone	03-3648-1100 (operator)
Capital	0.1 billion yen
Number of employees	Consolidated: 4,555 (As of March 31, 2026)
Sites	Domestic sites: 108 sites, 2 plants Paramount Bed (15 sites) Paramount Care Service (80 sites) Paratechno (13 sites) Overseas sites: 10 sites, 4 plants Southeast Asia, China, India, Central and South America, etc.

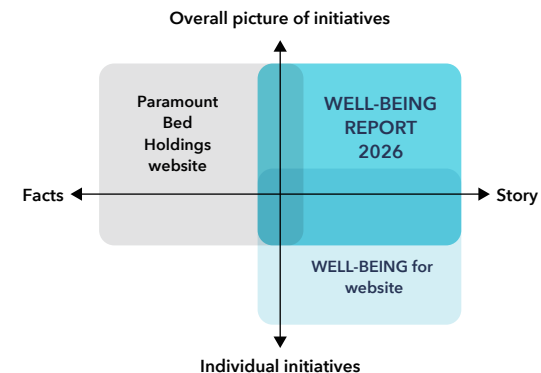
Main Group Companies (As of June 30, 2026)

Japan	Paramount Bed Co., Ltd. Paratechno Co., Ltd. Paramount Care Service Co., Ltd. KP Service Co., Ltd. PARAMOUNT BED Healthcare Fund NTT PARAVITA Co., Ltd. Signtle Inc. HeartLab, Inc. Cardio Intelligence Inc.
Overseas	Paramount Bed Asia Pacific Pte. Ltd. PT. Paramount Bed Indonesia Paramount Bed (China) Co., Ltd. Paramount Bed Vietnam Co., Ltd. PARAMOUNT BED VIETNAM TRADING CO., LTD. Paramount Bed (Thailand) Co., Ltd. Paramount Bed India Pvt. Ltd. Paramount Bed Mexico S.A. de C.V. Paramount Bed USA Corporation



WELL-BEING REPORT 2026

Positioning of this report



Reporting Coverage

Paramount Bed Holdings Co., Ltd. and consolidated subsidiaries

Reporting Period

April 2025 – March 2026

In order to provide up-to-date and important information, the report also includes information before and after the above time period.

Guidelines Referenced

- “International Integrated Reporting Framework”, Value Reporting Foundation
- “Guidance for Collaborative Value Creation”, Ministry of Economy, Trade and Industry

Notes

Forward-looking statements in this report are based on assumptions made using information available as of the publication date of this report. Actual results may differ due to various factors that may manifest in the future. Information on products and services (including those under development) described in this report is not intended for advertising or promotional purposes.



**PARAMOUNT BED
HOLDINGS**

<https://www.paramountbed-hd.co.jp/english/>