

# Reinforcing Human Capital

## Basic Approach

The Nihon Chouzai Group thinks of employees as human capital, a critical management resource. Since our founding, we have had a strong focus on education for our pharmacists and other employees. As we set out to achieve Long-Term Vision 2035, we will redouble our efforts to reinforce our human capital.

Our aim in reinforcing human capital is to deepen employee understanding of the Group philosophy and gain employee buy-in for it, as well as to create a vibrant workplace where employees can pour themselves into their work. In this way, we will strive to contribute to society while enhancing our corporate value over the longer term.



## Three Pillars for Reinforcing Human Capital

We have set out three key strategies to enhance the value of our human assets: ensuring diversity and building a sustainable organization, boosting employee fulfillment and satisfaction, and cultivating an environment that facilitates work. We seek to maximize the potential of all employees by offering opportunities to learn and grow. At the same time, we are aiming for the sustainable growth of the organization by creating systems and an environment that foster employee buy-in and help employees derive fulfillment from their work, as well as pursuing initiatives to ensure diversity in the workforce, including promoting women's empowerment. These efforts will result in the increased value of our human assets and organizations through greater employee engagement and labor productivity, which will tie into our ability to provide enhanced, more robust value for customers and patients. Over the longer term, we see this translating into higher sales, profitability, and other financial value.

Enhancing human assets and organizational value through measures linked to the three pillars

