

Career Management Policy

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Career Management Policy of **PENTAX** Medical



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PREAMBLE

At PENTAX Medical, we are proud to be part of an industry that truly matters. Our medical technology helps save lives and improve the quality of life for people around the world. This sense of purpose is something that drives many of us every day — and it's one of the reasons why working here is more than just a job.

As an organization, we are constantly evolving. New technologies, new markets, and new needs mean that career paths are never static. We believe that opportunities can open in unexpected ways, and we encourage our employees to stay curious, open-minded, and ready to grow.

This Career Management Policy reflects our commitment to supporting every individual in their personal and professional development. It sets out our principles and expectations, and it's meant to serve as a foundation for ongoing conversations between employees, managers, and HR.

Let's build your journey together.

Stephanie Rossow
Chief Human Resources Officer

PART I: Purpose and Scope

At PENTAX Medical, we recognize that our employees are our most valuable asset. This Career Management Policy outlines our commitment to supporting employees throughout all stages of their career, ensuring fair, inclusive, and sustainable development opportunities. It applies to all employees across all functions and regions.

As a medium-sized organization, we acknowledge that structured career ladders may be limited. However, our size allows us to offer flexibility, early responsibility, and exposure to a broad range of topics. Employees who are proactive in shaping their own paths will find real opportunities to take the initiative and grow — within the company or, where applicable, within our wider corporate group.

This Policy also supports our long-term sustainability strategy, specifically **ESG Goal 11: Enhance employee development and retention, which includes continuous learning, employee engagement, and structured feedback mechanisms.**

PART II: Guiding Principles

Our career management approach is built on five core principles. First, transparency is key: we believe in clearly communicating development opportunities and expectations. Second, we ensure equal opportunity by offering fair access to learning and advancement, regardless of role, gender, background, or origin. Third, we emphasize shared responsibility: while employees are expected to take ownership of their development, the company is equally committed to supporting their efforts. Fourth, we promote empowerment by encouraging employees to take on responsibility and explore new areas. Lastly, we uphold respect by committing to labor rights, human dignity, and ethical conduct across all career stages.

PART III: Career Stages and Our Commitments

3.1 Recruitment

At PENTAX Medical, recruitment is guided by the principles of fairness and inclusion. We ensure a transparent hiring process that is based on merit and potential. We actively promote diversity by welcoming different perspectives and experiences and clearly communicating job requirements and expectations to all candidates.

3.2 Evaluation & Performance Management

Evaluation and performance management are essential parts of our development culture. All employees receive a structured annual performance review. We encourage open, forward-looking conversations between employees and their managers. When requested, we offer 360-degree feedback to promote self-reflection and professional growth. Our evaluation system sets clear expectations, tracks goals, and helps align individual growth with company strategy.

3.3 Training & Development

We believe in supporting our employees through continuous learning. Training is offered for both current roles and future aspirations. Employees are encouraged to proactively identify and propose development opportunities. We provide support in the form of time, budget, access to digital learning platforms, and mentorship. Training formats include technical and job-specific programs, leadership and communication development, compliance and ethics training, as well as cross-functional and project-based learning experiences.

3.4 Internal Mobility

We support internal mobility when possible, to encourage cross-departmental growth. This includes job rotation, transitions within teams, and opportunities across the broader group structure. Employees are encouraged to share knowledge and skills across departments and geographies, creating a dynamic and flexible development environment.

PART IV: Roles and Responsibilities

Career development is a shared responsibility. Employees are expected to take the initiative to identify development goals and seeking learning opportunities. Managers play a crucial role as coaches and supporters of growth, offering guidance and feedback throughout the year. HR provides the framework, tools, and strategic oversight to ensure alignment with our ESG and talent strategies.

PART V: Fair Opportunities

We do not believe in rigid quotas. As a company of our size, we cannot afford to have anything less than the best fit for every position. But we also know we cannot afford to exclude talented individuals based on gender, age, ethnicity, disability, or background.

We do everything we can to give every person a fair chance — and to create an environment where the best possible match can emerge. This means removing bias from processes, encouraging diverse talent pipelines, and building inclusive leadership capabilities across the company.

PART VI: Listening & Feedback Culture

We actively listen to our employees through structured engagement initiatives. Regular employee surveys provide a vital channel for feedback and help shape our workplace culture. Employees are encouraged to participate and express their views, which are taken seriously and translated into actionable improvements.

PART VII: Monitoring and Continuous Improvement

We monitor progress through a variety of indicators, including employee feedback, survey participation, performance evaluation coverage, training metrics, and internal mobility data. These insights help us understand our development impact and guide continuous improvement efforts. By linking individual growth with organizational learning, we ensure that our Career Management Policy remains a living framework in support of ESG Goal 11.

PART VIII: FINAL PROVISION

This Career Management Policy enters into force on June 1st, 2025. It will be reviewed and, if necessary, updated on an annual basis.

The Policy serves as a corporate guideline for all employees of PENTAX Medical. In case of any conflict between this Policy and local laws or statutory requirements, the local legal provisions shall always prevail.



Stephanie Rossow
Chief Human Resources Officer