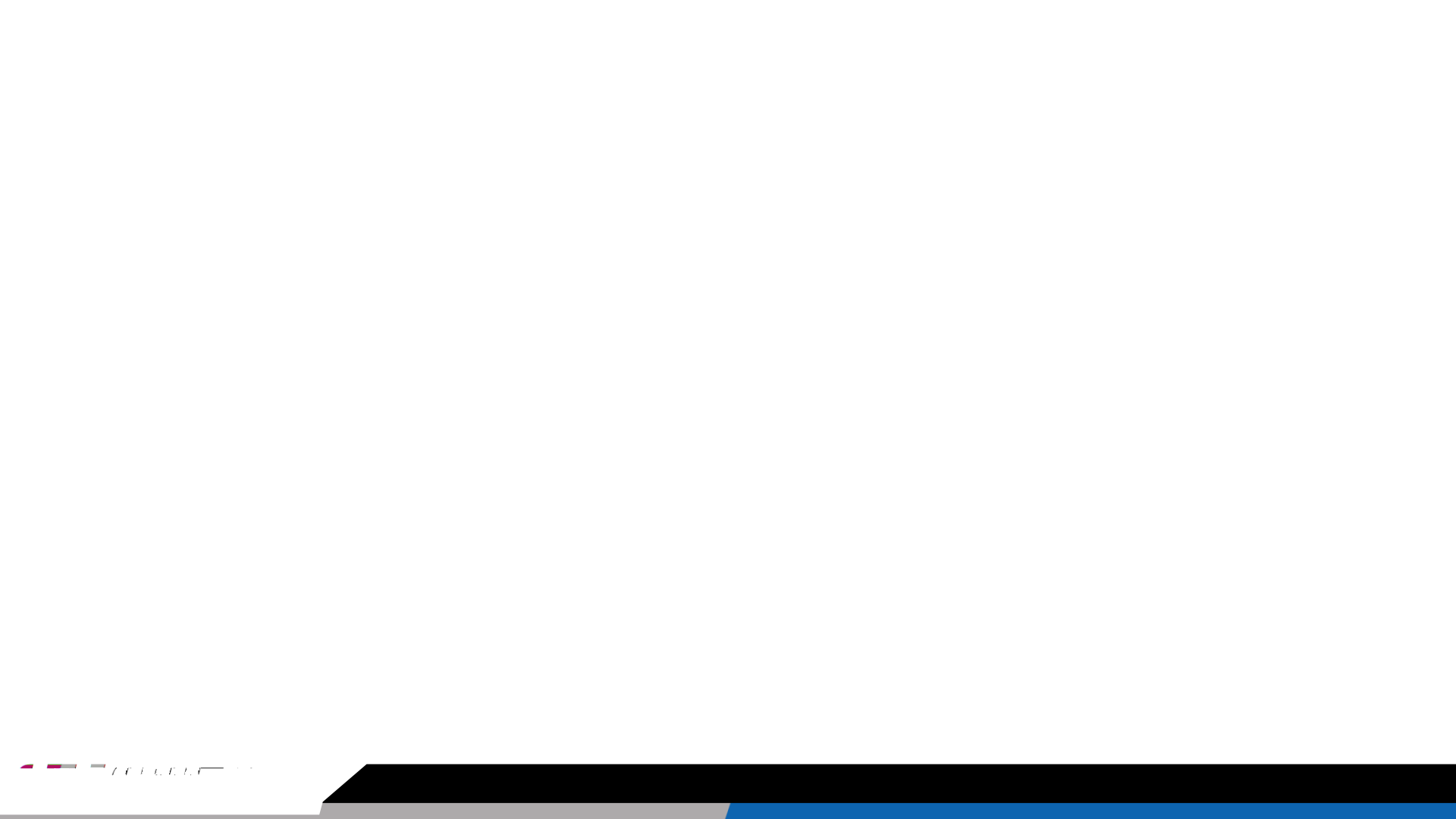
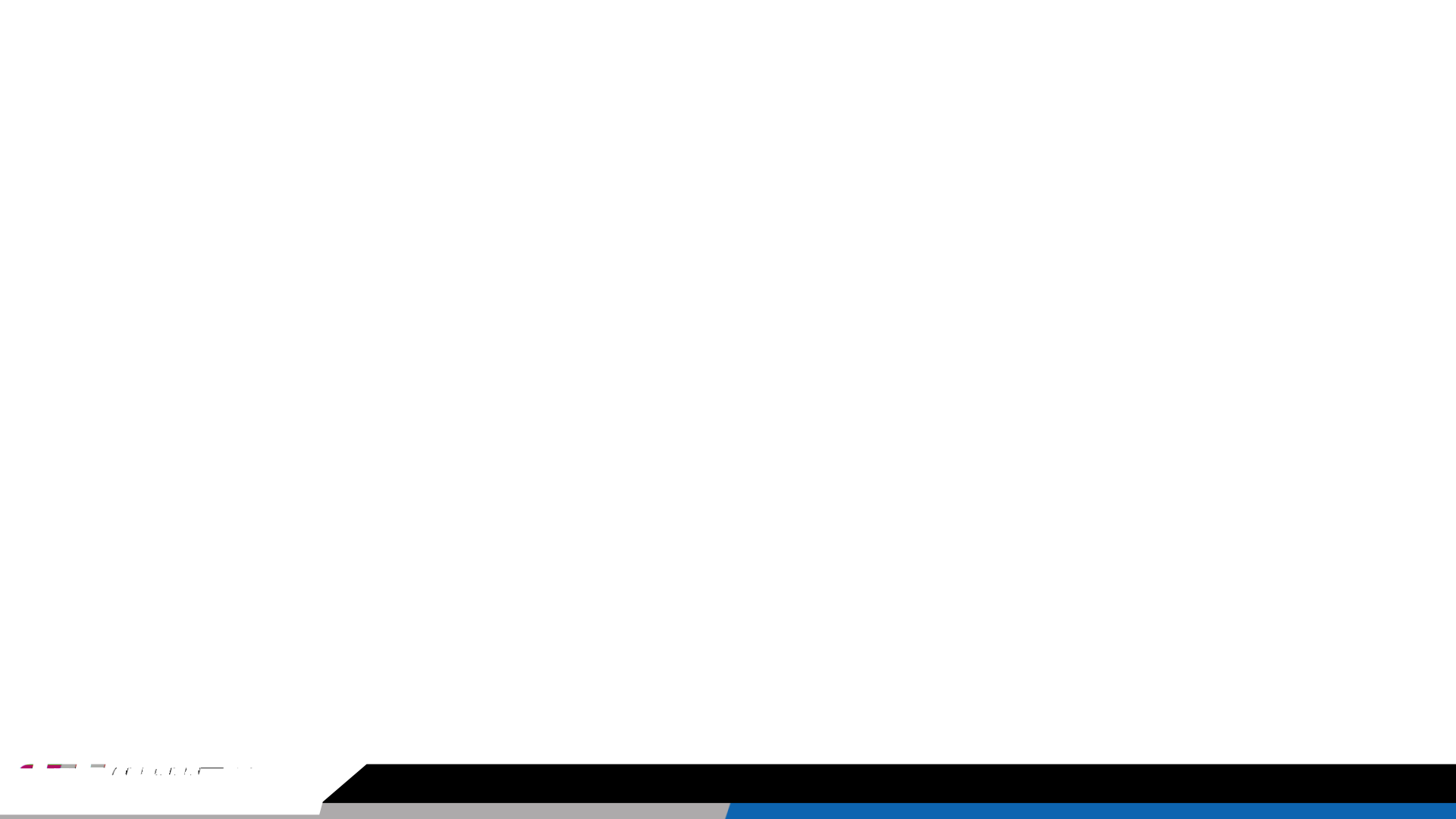




The H.U. Group Management Philosophy

Create new value in healthcare and thereby contribute to human health and the future of medical care.



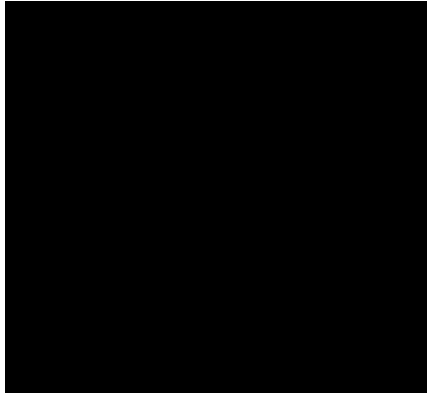




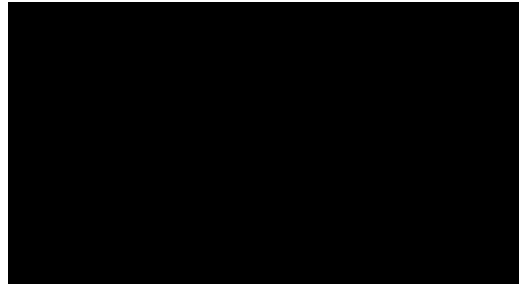
Create New Value in Healthcare 1

Leading Response to COVID-19

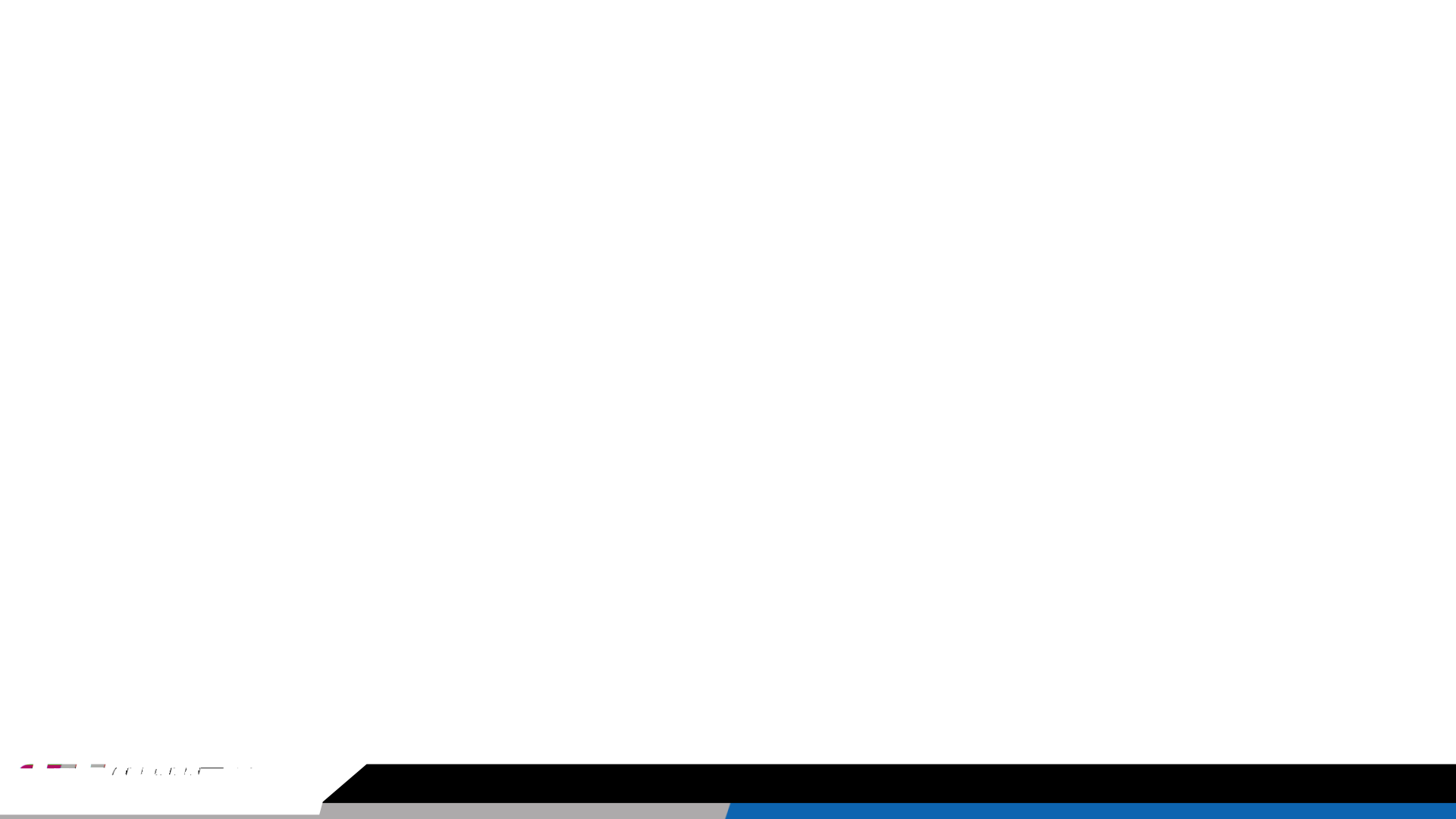
Launch of ESPLINE SARS-CoV-2
(May 2020)



Launch of LUMIPULSE SARS-CoV-



Human RightDcTf8C 0.5 n Resources

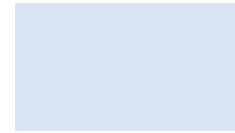


Sustainability Roadmap for Human Rights & Human Resources

Diversity promotion

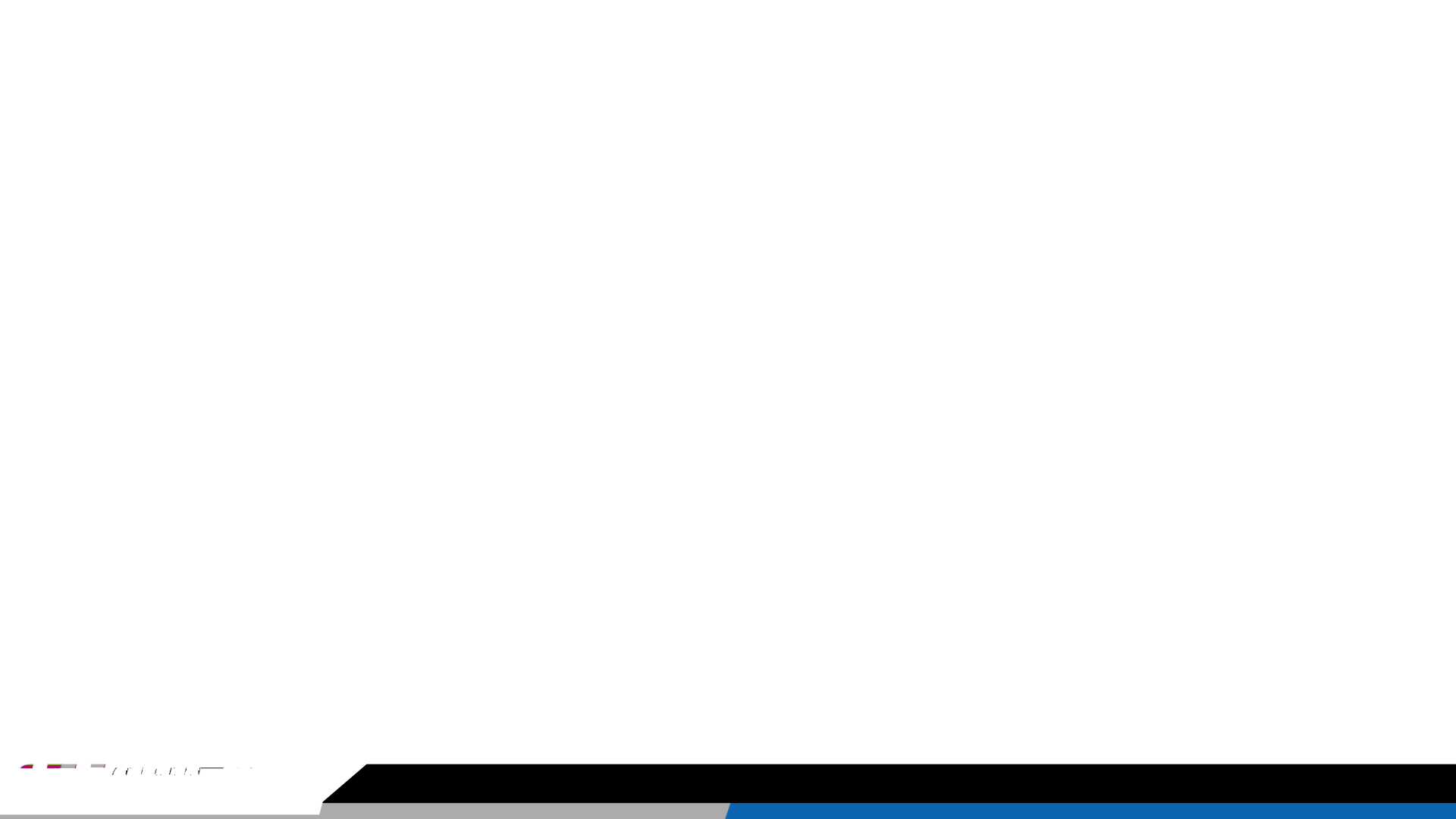
Percentage of female managers

Percentage of persons with disabilities hired



Promotion of human resources development

Health Management



Increase in percentage of newly hired female graduates (FY2020)

Average employment year

Percentage of female managers in Japan (FY2020)

Percentage of male employees taking childcare leave

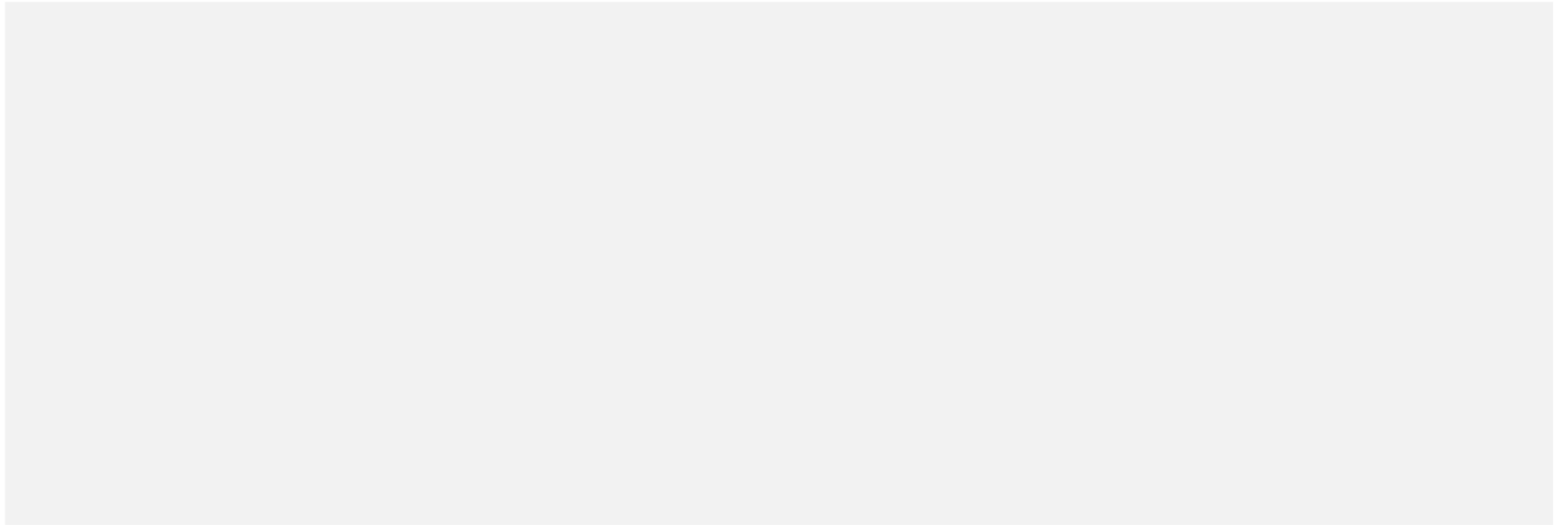
Establishment of business unit to promote diversity

Establish business unit to promote diversity in FY2022 to focus on further creating work environment where diverse employees actively participate

Future Initiatives for Human Rights & Human Resources 2

Introduction of program to encourage employees to take childcare leave

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Environment-Related Materiality

Identified environment-related materiality from the two perspectives of matters that are financially material in influencing business value and material to the market, the environment, and people in line with the concept of double materiality

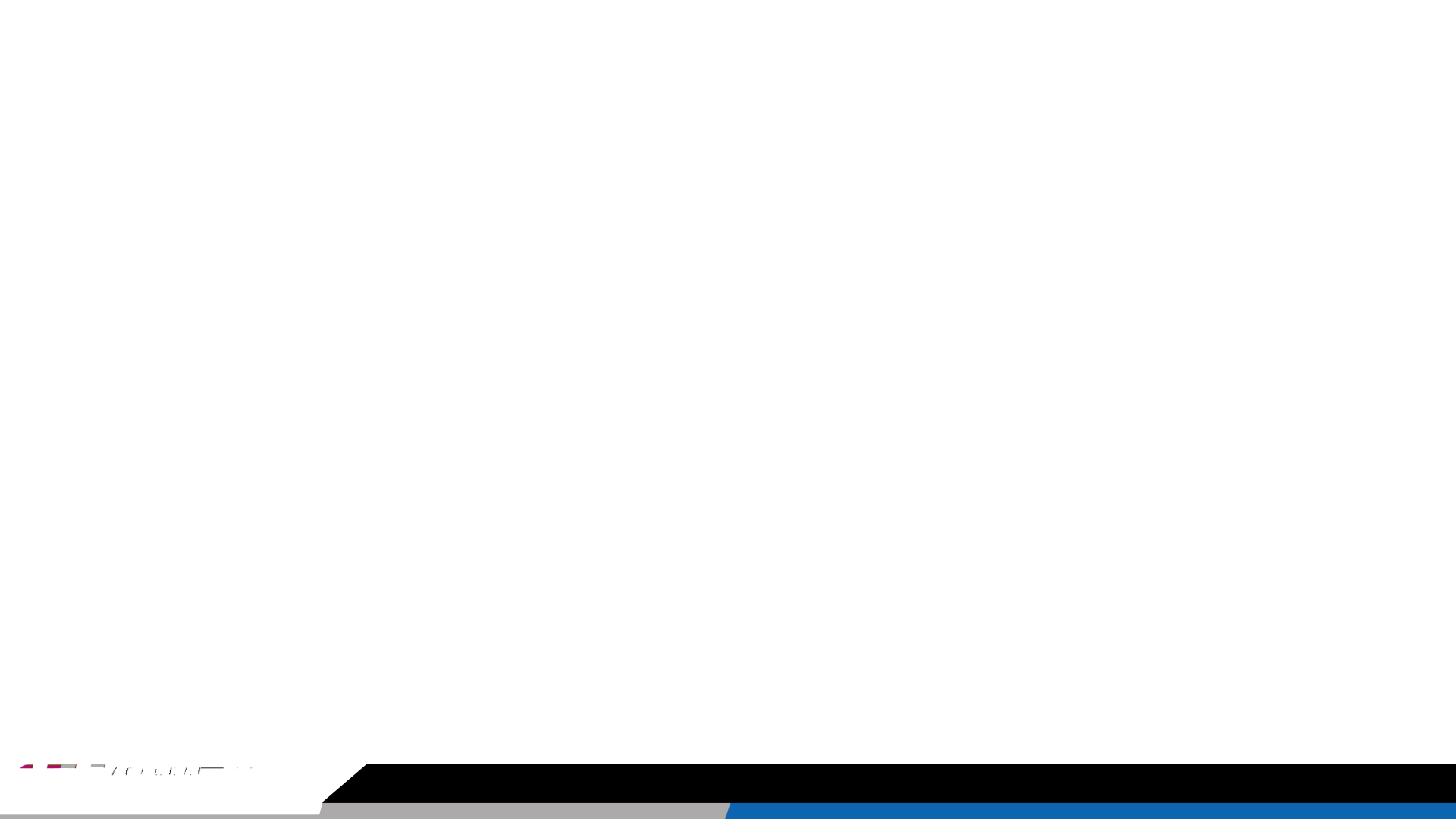
Identified climate change and recycling-

Organizational Structure for Environment

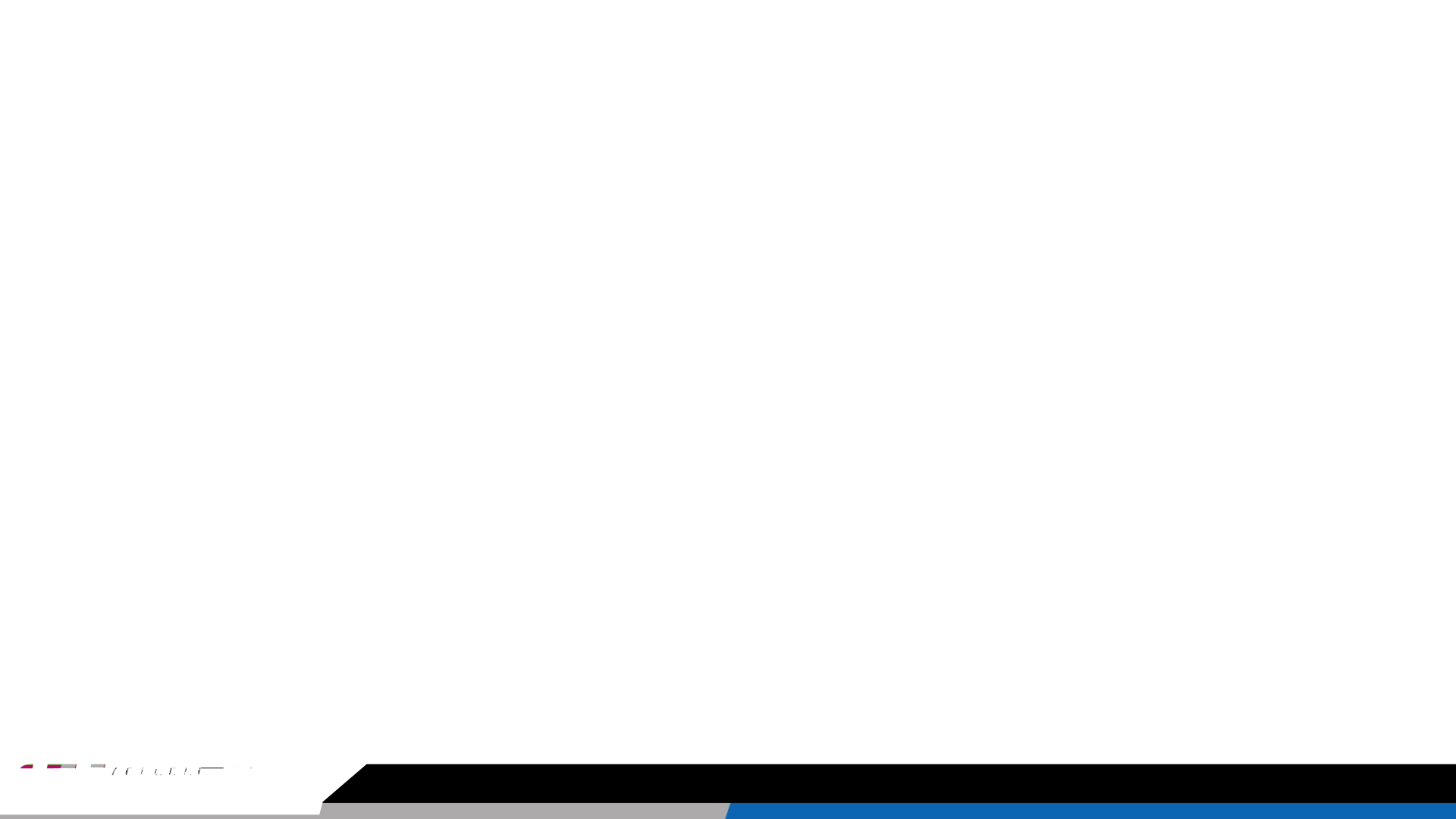


Long-Term Environmental Goals and Roadmap

The H.U.



Roadmap for CO



Procurement Isao Tada General Manager of the Procurement Division. H.U. Group Holdings. Inc.

