

For Immediate Release

Company name: H.U. Group Holdings, Inc.  
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 Securities code: 4544 First Section, Tokyo Stock Exchange

## Initiatives in Workstyle Reform amid COVID-19 Pandemic

In May 2020, the H.U. Group Holdings, Inc. launched a group-wide project called “Structural reforms of workstyle/organization/infrastructure corresponding to the business environment during the COVID-19 epidemic and after its containment” and has been pursuing a number of measures during the COVID-19 crisis. Below, workstyle reform under the project is explained in detail. The attendance rate\* at the head office of the Group during the period from January 2021 when the Tokyo Metropolitan Government issued the second declaration of emergency until the end of April 2021 when the most recent monthly data was calculated was 27%.

### 1. Introduction of telework system (development of telework rules and operating procedures)

Outline of the system	<ul style="list-style-type: none"> <li>● The number of days to come into the office shall basically be one to two days a week, and an employee can choose either “working from home” or “working at office” for the rest of the time.</li> <li>● Transition from monitoring working hours to identifying the quality of output.</li> </ul>
Time of introduction	<ul style="list-style-type: none"> <li>● After a trial period which started in April 2020, the system was formally introduced on October 1, 2020.</li> </ul>
Measures to improve system effectiveness	<ul style="list-style-type: none"> <li>● Implementation of health checks for persons who work long hours, etc.</li> </ul>

### 2. Optimization of infrastructure (Development of infrastructure to ensure the effectiveness of telework)

Outline of development	<ul style="list-style-type: none"> <li>● Lending a laptop and a cell phone to each employee, in principle.</li> <li>● Their use not only during the time working in the office but during teleworking is promoted.</li> </ul>
Measures to improve system effectiveness	<ul style="list-style-type: none"> <li>● A web meeting is recommended. Automatic linkage between internal telephone networks and company-supplied cell phones</li> </ul>

### 3. Intranet portal (actual cases of workstyle reforms are shown)

Outline of portal	<ul style="list-style-type: none"> <li>● Actual cases implemented in and outside the Company regarding work-life balance, streamlining of operations and measures to prevent infections are posted.</li> </ul>
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Measures to improve  
system effectiveness

- Recommendations for improvement, opinions, etc. are solicited from employees and results are posted biweekly.

\*Scope of data subjects for attendance rate

Among the employees of H.U. Group Holdings, Inc. SRL, Inc. and Fujirebio Inc., people working at head office (Shinjuku Mitsui Building) are counted. Those working in laboratories, hospitals and production bases, in fields such as the testing, marketing and collection of goods, are not included in data subjects from the perspective of the attributes of the Company's business, including having medical institutions as our clients.

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