

Materiality and Non-financial Targets & Results (FY2025~FY2029)

Materiality	Components	Non-financial Targets (Targets for FY2029)		Disease Area	FY2025 Results	FY2029 Targets
Resolution of social issues through our businesses	■ Disease-specific strategies ■ LTS business ■ IVD business ■ HS business ■ Group synergy ■ Resilience ■ Quality control ■ DX ■ Brand management ■ Customer relations	LTS	Number of newly introduced dementia disease-related test items	NEURO	2 items	Over 8 items
			Number of cancer gene (cancer genomic profiling) tests directly linked to treatment(compared to FY2024)	Oncology	7.5% increase	20% increase
		IVD	Number of countries where NEURO-related reagents have been launched (Total of in-house and CDMO products)	NEURO	31 countries	50 countries
			Number of infectious disease items developed for emerging countries (Total of in-house and CDMO products)	Infectious Diseases	5 items	12 items
		HS	Number of medical institutions receiving the operating room support service	Oncology	153 institutions	205 institutions
			Number of users of the Group's home business	NEURO	3,513 users	6,000 users
Creation of innovation	■ R&D ■ Innovation ■ Intellectual property	Number of patent applications			15 applications/year	40 applications/year
		Number of academic publications and presentations			193 items/year	140 items/year
		R&D expenses to sales ratio	Consolidated: Maintained at the 5% level		4.5%	5%
			IVD: Maintained at the 12% level		15.0%	12%
Human resource development that creates new value	■ Human resource development ■ Diversity ■ Ideal workplaces ■ Health improvement ■ Human rights	Positive response rate in the Engagement Survey	Sympathy for the corporate philosophy		65%	80%
			Growth opportunity		53%	60%
		Percentage of men taking extended leave or leave for childcare			90.7%	100%
Mitigation of environmental impacts	■ Climate change ■ Recycling-oriented society ■ Biodiversity	Reduction of total CO ₂ emissions (compared to FY2021)			16.3%	33.6%
		Reduction of water consumption per unit at H.U. Bioness Complex (compared to FY2024)			1.1%	5%
Establishment of a sustainable value chain	■ Sustainable procurement	Formulation of a policy regarding sustainable procurement and agreement with key suppliers* ¹ on the policy			–	Policy formulated and agreed with all key suppliers
		UNGC Self-Assessment Tool (SAQ)	S class: All key suppliers		–* ²	All key suppliers
			A class or higher: Suppliers subject to the SAQ		–* ²	90%
Strengthening corporate governance	■ Corporate governance ■ Information security ■ Anti-corruption/Compliance ■ Risk management	Diversity ratio on the board of directors (such as women and foreign nationals)			22.2%	30%

*¹Suppliers accounting for the top 60% of the consolidated transaction value

*²SAQ is conducted on a two-year cycle