News Release

Company name: H.U. Group Holdings, Inc.
Representative: Shigekazu Takeuchi, Chairman, President and Group CEO
Securities code: 4544 Prime Market, Tokyo Stock Exchange

Selected for Inclusion in Morningstar Japan ex-REIT Gender Diversity Tilt Index with the Highest Rating for the second consecutive year

Tokyo, Japan, January 16, 2025 --- H.U. Group Holdings, Inc. today announced that it has been selected as a constituent of the Morningstar Japan ex-REIT Gender Diversity Tilt Index, receiving the top-tier rating of Group 1 for the second consecutive year.



This index, adopted by the Government Pension Investment Fund (GPIF) as one of the ESG investment indices for Japanese equities, is designed to emphasize companies in the Japanese market that have strong gender diversity policies embedded in their corporate culture and that ensure equal opportunities to employees, irrespective of their gender. Companies are also classified into five groups based on their efforts in this regard.

H.U. Group Holdings, Inc. has been continuously selected as a constituent of all six ESG investment indices for Japanese equities adopted by the GPIF:

- FTSE Blossom Japan Index
- FTSE Blossom Japan Sector Relative Index
- MSCI Nihonkabu ESG Select Leaders Index
- MSCI Japan Empowering Women Index (WIN)
- S&P/JPX Carbon Efficient Index
- Morningstar Japan ex-REIT Gender Diversity Tilt Index

The Group has set forth its Mission, “Create new value in healthcare and thereby contribute to human health and the future of medical care,” and it has been working to solve social issues through its core businesses. The Group will strive to build even better relationships with a wide range of stakeholders, aim to further enhance its corporate value, while also contributing to realize a sustainable society.

【H.U. Group's Diversity and Inclusion Initiatives】

The group promotes diversity and inclusion to achieve sustainable growth and strengthen competitiveness by creating an environment and culture where every employee can play a unique and active role. The group has also been certified as "Best Workplace," the highest evaluation, at D&I AWARD 2024*.

Please see here for specific initiatives.

* Press release dated December 19, 2024 "Recognized by D&I AWARD 2024 with the Highest Evaluation 'Best Workplace' for the First Time"

Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized H.U. Group Holdings, Inc. to use of the Morningstar® Japan ex-REIT Gender Diversity Tilt Logo ("Logo") to reflect the fact that, for the designated ranking year, H.U. Group Holdings, Inc. ranks within the top group of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt Index℠ ("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by H.U. Group Holdings, Inc. solely for informational purposes. H.U. Group Holdings, Inc.'s use of the Logo should not be construed as an endorsement by Morningstar of H.U. Group Holdings, Inc. or as a recommendation, offer or solicitation to purchase, sell or underwrite any security associated with H.U. Group Holdings, Inc. The Index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness or timeliness of the Index or any data included in it. Morningstar makes no express or implied warranties regarding the Index or the Logo, and expressly disclaim all warranties of merchantability or fitness for a particular purpose or use with respect to the Index, any data included in it or the Logo. Without limiting any of the foregoing, in no event shall Morningstar or any of its third-party content providers have any liability for any damages (whether direct or indirect), arising from any party's use or reliance on the Index or the Logo, even if Morningstar is notified of the possibility of such damages. The Morningstar name, Index name and the Logo are the trademarks or services marks of Morningstar, Inc. Past performance is no guarantee of future results.

Contacts:

For media:

Public Relations Section, Public Relations/Sustainability Dept.

Phone: +81-3-6279-0884

Email: pr@hugp.com

For investors and analysts:

IR/SR Dept.

Phone: +81-3-6276-0926

Email: ir@hugp.com