

(5) Hulic Group's Social Contribution Activities

1. Social Contribution as a Company ^(Note)

Hulic Student Idea Competition

Hulic plans this competition every year with the aim of providing students with opportunities to propose urban development and construction ideas. The 8th Hulic Student Idea Competition held in fiscal 2020 received 131 student entries. At the second open screening (held online to prevent the spread of the coronavirus), students enthusiastically presented their ideas, which was followed by a question and answer session with judges. After consultations among the judges, one winner of the grand prize, three winners of excellence awards, and six winners of honorable mention awards were selected.



Hosting Summer Festivals and Donating of a Portable Shrine

Hulic holds a summer festival at the Hulic head office building with the aim of facilitating interaction with people in the community. On the day, employees of Hulic Group companies run the summer festival as staff.



Making the Company's Nursery Facilities Available to Local Community

Hulic has a range of work-life balance support programs in place to promote a more employee-friendly work environment in which employees can work while raising children. Such include establishing an onsite nursery facility inside the head office and making it available to local residents.



Support for Single-Parent Households

Hulic started to work with Single Mothers Forum (SMF), an approved specified nonprofit corporation from 2020. We plan to provide single-parent households a joyful time with mums who could usually be too busy working and may have little time for her children in everyday life. However, with the coronavirus pandemic spreading globally, instead of providing enjoyable events to the single-parent households, we decided to support the activities of SMF in sending foods to families who have been suffering significant income reductions by donating JPY10 million to SMF.

Hulic Scholarship Program for Training of Welfare Caretakers

Hulic has established the Hulic Scholarship Program for Training of Welfare Caretakers to support students aiming to be welfare caretakers, develop human resources engaging in nursing care and contribute to the resolution of social issues related to the advancement of an aging society.

(Note) In fiscal 2020 and 2021, the implementation of some initiatives was suspended with a view to preventing the spread of the coronavirus.

2. Supporting Employees to Participate in Social Contribution Activities ^(Note)

Satoyama Conservation Activities

The Hulic Group has established paid leave for employees involved in volunteer activities in fiscal 2019, in order to support and nurture their efforts to give back to the community and help to foster an attitude of wanting to address issues facing society. The Hulic Group continued satoyama conservation activities, which have been conducted annually since 2009 as a participatory volunteer activity involving employees, and a total of 33 employees and their families from the Hulic Group have participated in this activity.



(Note) In fiscal 2020 and 2021, the implementation of some initiatives was suspended with a view to preventing the spread of the coronavirus.