

H.U. GROUP  
CORPORATE PROFILE

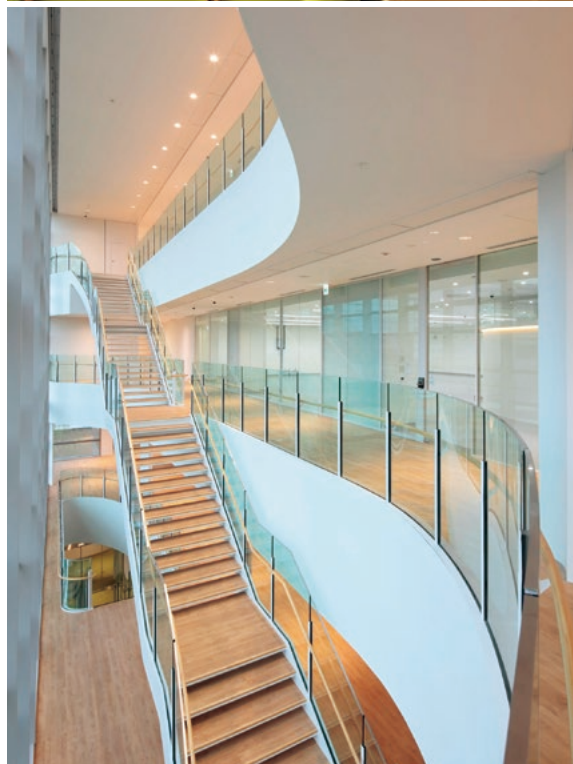
*Healthcare for You*



*Healthcare for You*









# TOP MESSAGE

## We will continue to take on the challenge of realizing “Healthcare for You.”

For more than 70 years since our founding, we have supported medical care with a focus on clinical testing. We are now expanding into healthcare and pursuing global business development to realize the goal of “Healthcare for You” expressed in our company name. As a standard-bearer for change in the industry, the H.U. Group will continue striving to contribute to the future of medical care and healthcare by sincerely responding to people’s desire for good health.

*Shigekazu Tsuchida*

Director, Chairman, President and Group CEO  
H.U. Group Holdings, Inc.



# Mission, Vision

## Mission

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

## Vision

With our deep involvement in human health, we aim to be a group that contributes to the development of healthcare through trust and innovation.

For more details on H.U. Group Philosophy



## The Statement of H.U. Group

### Healthcare for You

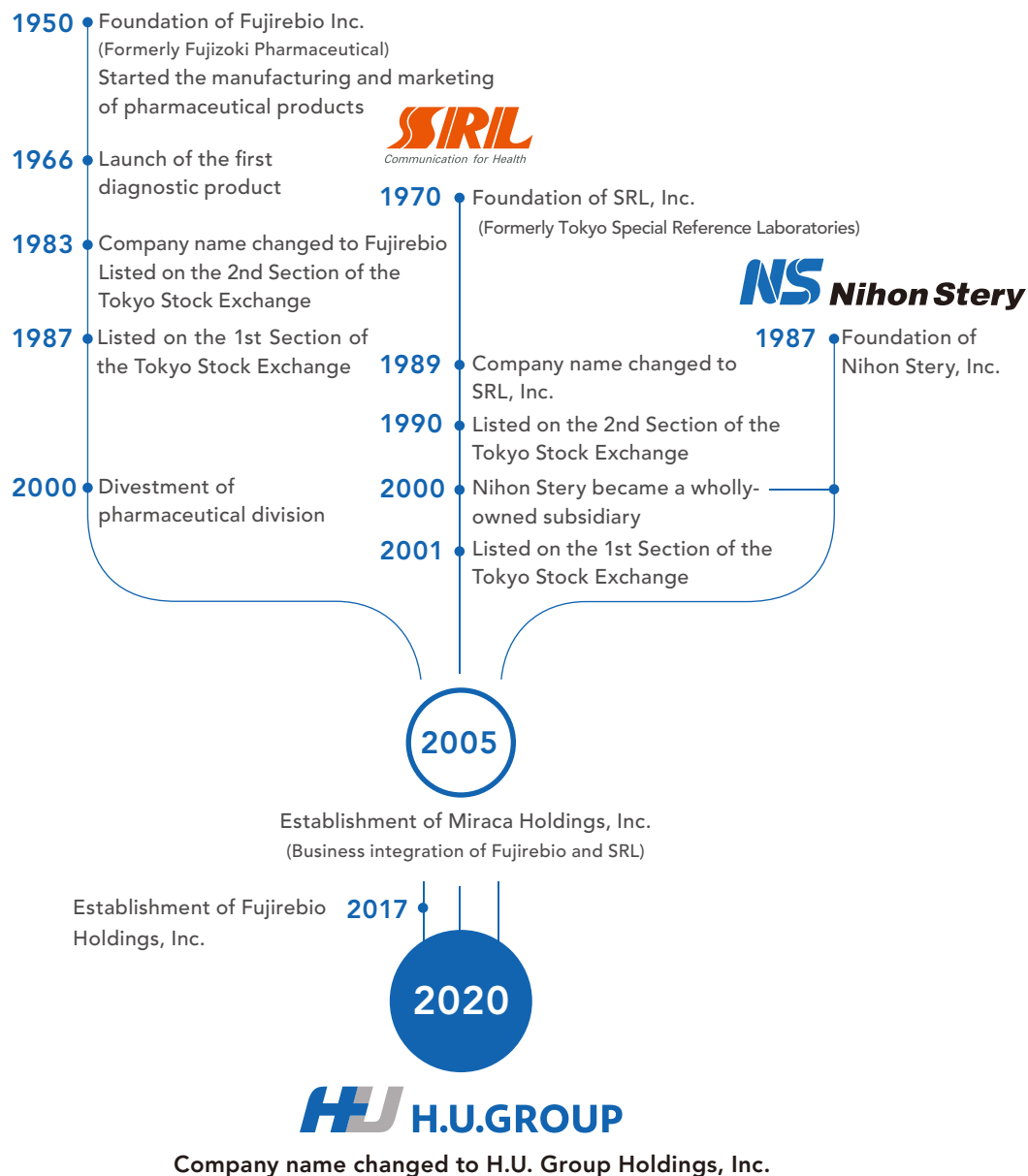
What we hold dear is  
the starting point for the creation of a prosperous future.  
That is, the health of each and every person.

Because we have been watching over people's health for many decades,  
we are able to change the future of medical care  
and create new possibilities in healthcare.

We will continue the challenge  
to deliver optimal healthcare to each individual.

We will move forward, unceasingly.  
Healthcare for You  
For your health, for your future happiness.

## History of the H.U. Group



# ABOUT H.U. GROUP

## Overview of Business Segments

LTS  
Lab Testing and its  
related Services

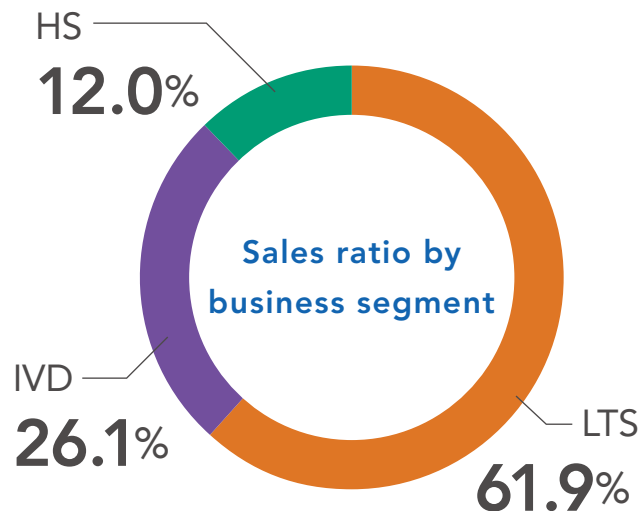
146.7 billion  
yen

IVD  
In-Vitro  
Diagnostics

61.9 billion  
yen

HS  
Healthcare-  
related Services

28.3 billion  
yen

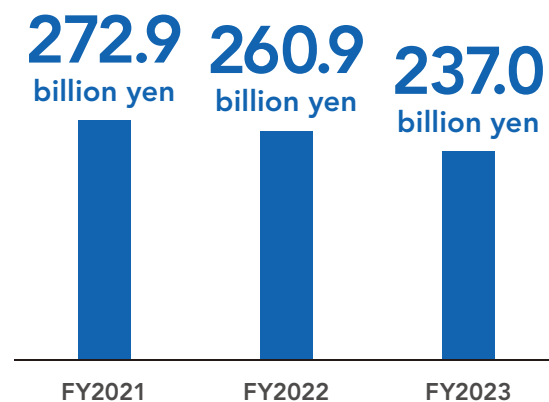


Financial results for FY2023. The percentage represents the proportion of consolidated sales.

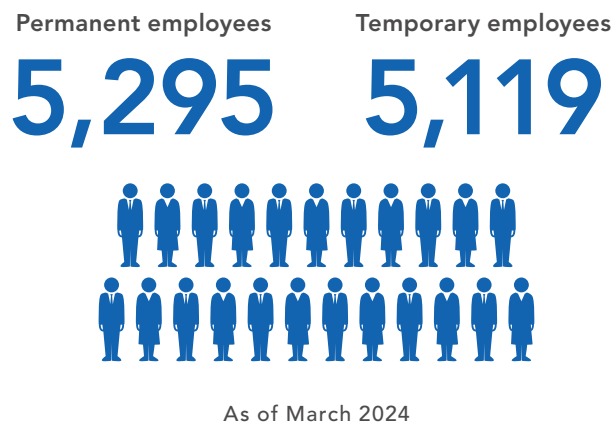
## Number of Group Companies



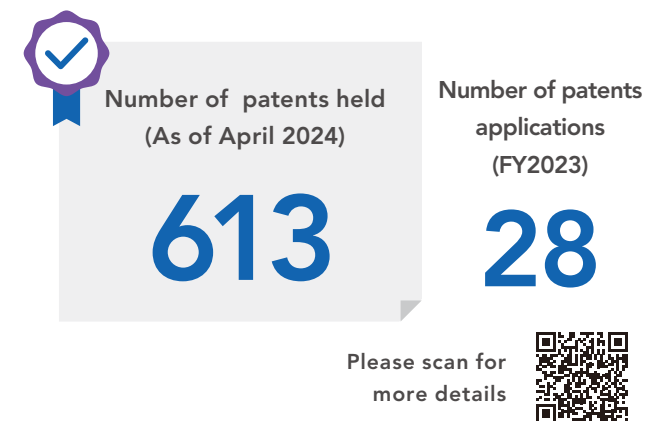
## Consolidated Net Sales



## Number of Employees



## Patents



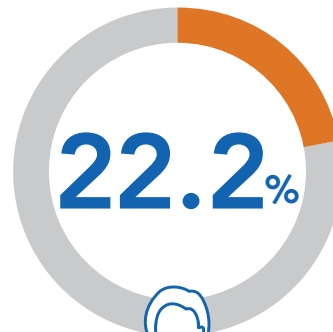
## R&D Costs

**11,262** million yen



FY2023

## Percentage of Female Managers



As of March 2024

## H.U. Group's Long-Term Environmental Targets

2050



CO<sub>2</sub> (total emissions for Scope 1 and 2)

**Net Zero**

2030

CO<sub>2</sub> (total emissions for Scope 1 and 2)

**37.8%**

(base: FY2021)



CO<sub>2</sub> (total emissions for Scope 3)

**22.5%**

(base: FY2021)



2025

CO<sub>2</sub> (total emissions for Scope 1 and 2)

**16.8%**

(base: FY2021)



CO<sub>2</sub> (total emissions for Scope 3)

**10.0%**

(base: FY2021)

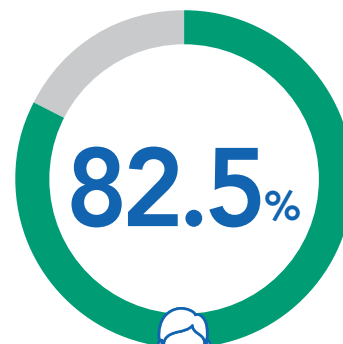


## Percentage of Employees Taking Parental Leave (Male)



Total of Japanese group companies subject to internal control evaluation

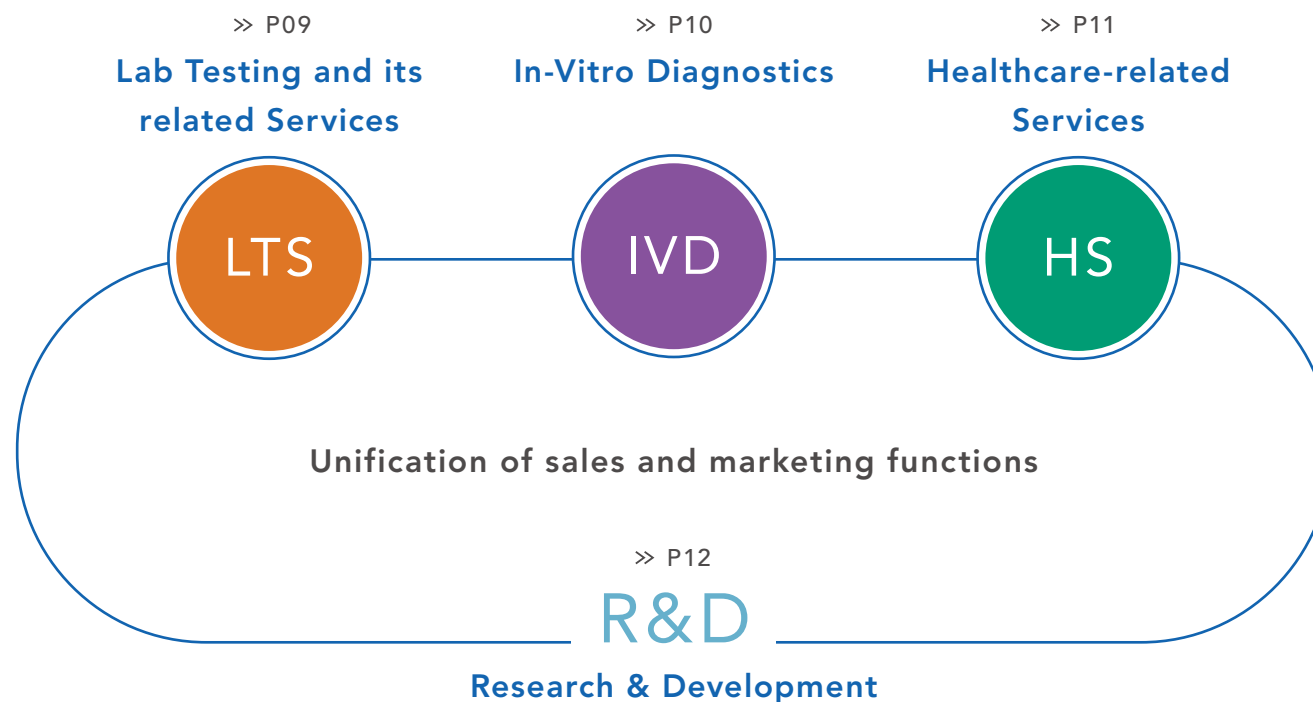
FY2023



# OUR BUSINESS

Through trust and innovation, we offer optimal healthcare solutions to all those who wish to be healthy.

The H.U. Group is a unique company that offers both “Lab Testing and its related Services (LTS)” and “In-Vitro Diagnostics (IVD)” businesses. In addition to these businesses, we are also expanding into the “Healthcare-related Services (HS)” business and are continuing to challenge ourselves to provide healthcare catered to the individual.



## Unified group sales activities by the controlling sales company

By combining the sales and marketing functions of our main subsidiaries and utilizing the Group's combined strength, we will integrate the strengths of a wide range of products and services to offer optimized healthcare solutions to our customers.

Controlling sales company

**H.U. Frontier**





Providing General Testing Services to Medical Institutions for Over a Half Century

# LTS Lab Testing and its related Services

Please scan for  
more details



## Japan's Largest Laboratory Testing Center with a Nationwide Network

We collect specimens from various medical institutions nationwide, from medical offices and clinics to large hospitals, to conduct tests at our laboratories. One of these is the H.U. Bioness Complex, one of the largest facilities of its kind, which began operating in 2022. The H.U. Bioness Complex achieves high reliability and efficiency by reducing testing time through an automated inspection system equipped with the latest equipment and AI robots.

At the H.U. Group, we are entrusted with hundreds of thousands of laboratory tests from medical institutions nationwide every day. In the clinical testing market in Japan, we boast the top share\*. Lab Testing and its related services (LTS) business, consisting of various operating companies centered on SRL, specializes in "esoteric testing," such as genetic and oncology testing, which requires advanced technical expertise. LTS business currently does business with many of the large hospitals in the country. In the field of private healthcare facilities (private hospitals or clinics), we do business with facilities nationwide, contributing to local healthcare by providing attentive and prompt services.

\* Source: Clinical Laboratory Center Directory 2024, Yano Research Institute Ltd.

## Initiatives for Advanced Medical Care

As innovations in personalized medicine continue to advance, testing technologies in advanced medicine are becoming increasingly sophisticated. In addition to companion diagnostics-related tests, which are necessary for cancer treatment, we focus on omics analysis, including whole genome sequencing (WGS) and proteome analysis,

which could lead to the development of new diagnostic methods.

## Global Support for the Research and Development of Medicine

Utilizing expertise and advanced technology developed over 30 years of fully supporting clinical trials and tests, as well as a domestic and global network, we offer comprehensive support for clinical trials and research. The precision of the tests, as well as services such as pre-trial setup work, specimen collection and transport, measuring, result reports, and data management, offered with consistent traceability and are of the highest quality. With regard to in-group coordination with the CRO (Contract Research Organization), we also offer total support for clinical trials and research from start to finish.

## Development of Services Combining Healthcare and ICT

In response to the demand for enhanced local healthcare and preventive medicine, we are developing new solutions that combine ICT and various services. In addition to promoting the digitalization of testing information, we are working to enhance the value of our services in the LTS business by supporting further utilization of test results by offering SaaS (Software as a Service) for general practitioners and PHR (Personal Health Record) for consumers in an integrated manner.



Main company

**SRL**  
Communication for Health



| Proven Pioneer and Partner to the Diagnostics Industry

# IVD In-Vitro Diagnostics

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more details



## Strengthening Our R&D and Promoting a New Global Strategy with a Tripolar Structure with Bases in Japan, the United States, and Europe

Operating under Fujirebio Holdings, subsidiaries located in Japan, the United States, and Europe go beyond company boundaries and promote the new global strategy, delivering in-vitro diagnostics worldwide.

The driving force behind our growth is our research and development (R&D) capabilities. By continually strengthening our R&D efforts, we strive to commercialize “only one” markers ahead of other companies. With a focus on Japan, we utilize our own platform to demonstrate the clinical value of these markers. Furthermore, through partnerships with in-vitro diagnostics companies worldwide, we utilize the CDMO (Contract Development and Manufacturing Organization) business model to expand our reach globally.

## A Global Leader in the Testing for Neurodegenerative Diseases

Since developing and launching a biomarker for early detection of the plaques associated with Alzheimer’s disease in 1995, we have served as a global leader in testing for neurodegenerative diseases. For over 25 years, we have continued to expand our R&D efforts and reagent lineup.

Our initiatives have been strengthened through the 2010 acquisition of Innogenetics N.V. (current Fujirebio Europe N.V.). In the field of Alzheimer’s disease, we obtained approval for a cerebrospinal fluid reagent, which is compatible with our fully automated chemiluminescent enzyme immunoassay system. Approval was

obtained in Japan, the United States, and Europe, and it was successfully launched. We are also working on the development of blood-based reagents, which are experiencing a growing demand. We have already developed six markers that are available as research reagents. Additionally, we are preparing for the regulatory submission of these blood-based reagents in major countries. In 2022, we acquired ADx NeuroSciences N.V., a Belgian biotech company that has developed biomarkers specifically for neurodegenerative diseases such as Alzheimer’s. In addition to our involvement in the development of neurodegenerative disease-related markers beyond those for Alzheimer’s disease, we will supply key raw materials to global in-vitro diagnostics companies through a CDMO business model.

## Developing a Platform That Shapes Future Testing

Since 1992, we have utilized our proprietary fully automated chemiluminescent enzyme immunoassay system. This platform has gained high recognition and has been supporting medical institutions and testing centers for over 30 years. In addition, in 1997, we launched a rapid diagnostics kit that does not require a special testing device. As the kit provides convenient and quick test results, it serves as a platform for testing infectious diseases such as influenza and COVID-19, and we have been expanding its reagent lineup. In 2022, we acquired Fluxus, Inc., an innovative company located in Silicon Valley, United States. Together with the company, we have been jointly developing a diagnostic platform utilizing ultra-high sensitivity detection technology. Building upon the existing platform functions, we are developing a platform that shapes future testing.



Main company



# HS Healthcare-related Services

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## Supporting Efficient Hospital Operation

Nihon Stery specializes in in-house sterilization at the central supply rooms in hospitals and external sterilization at the Sterilization Centers (eight domestic centers). We also offer a range of other services, including operating room support, endoscopy room support, medical equipment maintenance and inspection, and logistics management and transportation services. By providing total support for important tasks related to hospital administration work, including the sale of medical equipment, supplies, and consumables related to central supply rooms and operating rooms, we not only enhance operational efficiency and leverage economies of scale but also contribute to creating an environment where physicians and nurses can focus on medical treatment.

As a medical partner, we are continuously striving to meet the diverse needs of rapidly evolving healthcare institutions. To that end, we focus on human resource development, quality improvement activities, and business development to form a group of professional technicians who can respond to the latest medical needs and provide highly specialized technical skills and solutions.

## Providing Safe and Reliable Nursing Care Equipment

At Care'x Inc., we provide bulk rentals of nursing care equipment, supplying equipment such as wheelchairs and nursing beds through designated nursing care equipment rental businesses. In order to support the safety and security of users, we propose and provide nursing care equipment tailored to each individual's needs and conduct thorough quality management for cleaning, disinfection, and preparation work.

## Home Medical and Nursing Services That Support Life in Familiar Surroundings

"I want to be true to myself and live in familiar surroundings." In response to such needs, Care'x provides home medical care and nursing services. We provide total support for users, with a focus on home-visit nursing, where nurses visit individuals' homes to provide various types of care. We also offer in-home care support and operate home nursing care services. In recent years, we have started expanding our services to meet the growing demand for more comprehensive care, including services not covered by insurance.



Main company

**NS** Nihon Stery



Main company

**care'x**





# R&D Research and Development

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The H.U. Group is constantly looking ahead to the medical and healthcare needs of the future and engaged in R&D to provide new value. To complement the technological and development capabilities in laboratory testing and diagnostics that we have accumulated since our foundation, in 2017 we established H.U. Group Research Institute G.K. (HRI). Since then we have worked to generate innovation through a diverse range of activities not bound by conventional approaches to R&D.

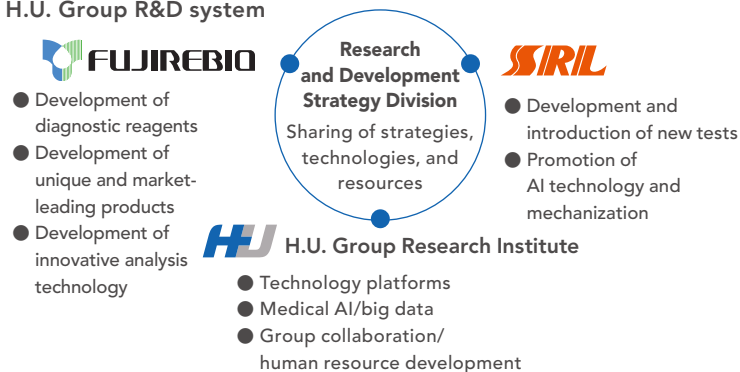
## Strengthening the Group's R&D capabilities and the system

In fiscal 2020, we established the Research and Development Strategy Division to drive the Group-wide integration of our R&D functions. While the R&D departments of each business and HRI pursue their respective activities, the Research and Development Strategy Division promotes and strengthens organic Group-wide collaboration in strategy, issues, resources, and other areas to drive new value creation based on Group strengths. The R&D division of the IVD business has built a solid technology platform in diagnostic reagent development, while the R&D division of the LTS business has know-how in new technology evaluation and introduction. By further strengthening and leveraging these abilities, we will be in a position to rapidly develop and bring to market highly distinctive new products. Meanwhile, adopting diverse new technologies at an early stage, mainly through HRI, will enable us to engage in product and service development in new technologies and new fields. We believe that this will allow our technology platforms to make still greater contributions to society, medical treatment, and healthcare.

## Promoting technology development for next-generation medical treatment and healthcare

The medical and healthcare environment is changing rapidly and becoming increasingly complex due to factors such as the advent of personalized medicine, advances in digitalization and AI technology, and the restricted access to medical care following the outbreak of the pandemic. The H.U. Group will put in place human resources and technology platforms to enable a swift response to these major changes in the operating environment. To lead the change within the industry, we are also actively promoting R&D activity and human resource development across a diverse range of research fields. By also actively promoting mergers and acquisitions, business alliances, and open innovation, and by utilizing and adopting the technology and business platforms of universities, medical and research institutions, enterprises, and other external organizations in Japan and overseas, we aim to bring to market products and services of value in the shortest time possible.

### H.U. Group R&D system



Innovation through R&D collaboration



Main company

**H.U.** H.U. Group Research Institute



# H.U. Bioness Complex: H.U. Group's Core Facility

Symbol of H.U. Group's Mission to "Create New Value in Healthcare"

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more details



The H.U. Group's core facility, the H.U. Bioness Complex, houses cutting-edge clinical testing laboratories capable of processing hundreds of thousands of tests a day, R&D facilities for creating innovation, a large hall that can accommodate approximately 200 people with a simultaneous interpretation booth, and more.

The facility's concepts are to "Connect", "Show", and "Nurture".

Bioness is a hub for value creation for the benefit of human life. Where people with knowledge and expertise can connect with one another, share information and technology, and nurture new co-creation in health care.

## Connect

Connect to the future with  
state-of-the-art technology

Connect with the world  
through collaboration

Connect people in an open  
space

## Show

Show the world our advanced  
laboratory

Show the potential of a safe and  
efficient research facility

Show the world our  
state-of-the-art complex

## Nurture

Nurture employees with well-  
equipped wellness facilities

Nurture a healthy corporate  
culture

### "Never Stop Testing": BCP measures

We are strengthening our BCP measures so that our operations can continue even in the event of a disaster. As a result, the Laboratory and R&D buildings are able to continue operations for three days (72 hours) even after a major earthquake.

Installation of  
emergency generators

Seismically base  
isolated structure:  
Testing Laboratory and  
R&D buildings

Installation of water  
tanks in the Testing  
Laboratory building

Earthquake resistant  
structure:  
Administration and  
Welfare buildings



### Facility overview

Location : Akiruno City, Tokyo, Japan

Site area : Approx. 122,000 m<sup>2</sup>

Floor area : Approx. 66,000 m<sup>2</sup> (Total area of Testing  
Laboratory, R&D, Administration and Welfare buildings)



# The H.U. Group's Global Expansion

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Regarding In-Vitro Diagnostics business, the H.U. Group provides a wide range of products and services with locations in over 100 countries throughout the world, including some in the United States, Europe, and Asia. We are accelerating our global expansion to provide optimal health care to people around the world.



Sagami Plant, Fujirebio Inc.

Japan

Europe



Fujirebio Europe N.V. <Belgium>

United States



Fujirebio Diagnostics, Inc. <US>



# Our Sustainability

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## Our Approach to Sustainability

The H.U. Group Management Philosophy consists of three main declarations: Mission, Vision, and Values. We believe we can fulfill our sustainability through our business activities, which we base on our management philosophy. By means of this framework, we create strong relationships with a wide range of stakeholders, engaging in initiatives to solve social issues through our business activities.

## Our Sustainability Roadmap

The H.U. Group has announced KPIs (key performance indicators) and targets related to sustainability efforts in the form of our Sustainability Roadmap, which follows H.U.'s Medium-term Plan: H.U. 2025. We are continuing to strengthen our sustainability efforts.

### Two-Year Targets (FY2023–2024)

#### Environmental

E

- CO<sub>2</sub> emissions: -12.6% (base: FY2021)
- Waste plastic recycling rate: 82%

#### Social

S

- Percentage of female managers: 22%
- Percentage of male employees taking parental leave: 90%
- Percentage of employees answering "Satisfied with my jobs" to the questionnaire: 55%
- Maintaining White 500 status
- Average annual training\*<sup>1</sup> time per employee: Over 30 hours
- Excellent response rate (A) on UNGC Self Assessment tool: 75%\*<sup>2</sup>
- Meetings with our suppliers to exchange opinions on sustainability: 30 companies\*<sup>2</sup>

\*1 Including DX trainings

\*2 FY2022–FY2024

#### Governance

G

- Incorporation of non-financial indicators into compensation for directors and executive officers
- Internal directors will not have a dual role on the Nominating Committee

## Contributions to SDGs

Since 1950, when our company was established as Fujizoki Pharmaceutical, the H.U. Group has been contributing to solving various social issues, including the spread of infectious diseases. Going forward, we will continue to contribute to SDGs through realizing sustainability via our corporate activities and through social infrastructure essential for supporting medical care.

### SDGs we are focusing on:



## CORPORATE PROFILE

Corporate name	H.U. Group Holdings, Inc.
Headquarters	Akasaka Intercity AIR, 1-8-1, Akasaka, Minato-ku, Tokyo 107-0052, Japan TEL: +81-3-6279-0801 (switchboard number) Representative: Shigekazu Takeuchi, Director, Chairman, President and Group CEO
Foundation	December 18, 1950
Capital stock	9,279 million yen (as of March 31,2024)
Permanent employees	5,295 (Consolidated) (as of March 31,2024)
Listed stock market	Tokyo Stock Exchange, Prime Market (Stock Code: 4544)
Management structure	Company with three committees under the Companies Act of Japan
Main subsidiaries	SRL, Inc., Fujirebio Inc. and Nihon Stery, Inc.

The H.U. Group's  
official homepage



For more details on  
Group companies



For more details on  
Directors & Officers



H.U. Group Holdings, Inc.

<https://www.hugp.com>

