

H.U. GROUP
CORPORATE PROFILE

Healthcare for You

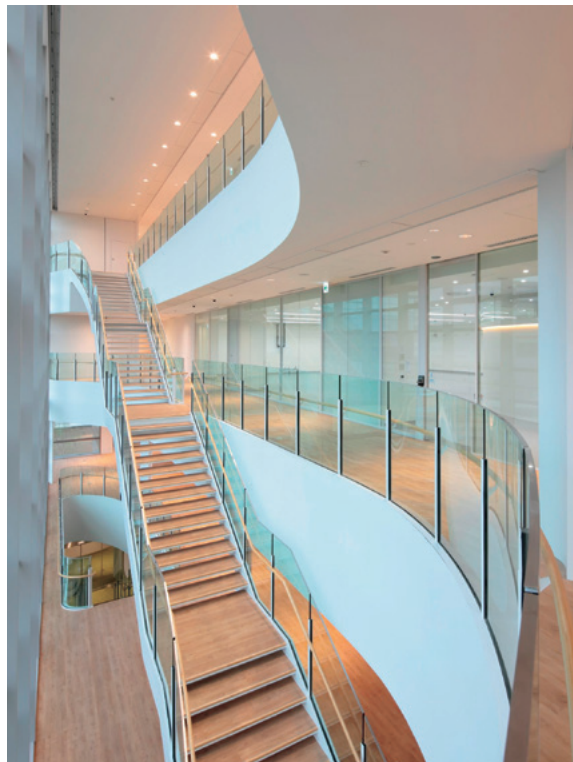


Healthcare for You





HU
H.U.GROUP



TOP MESSAGE

Healthcare Powered by Innovation, Opening New Paths to the World

For more than 75 years, H.U. Group has been committed to advancing healthcare. Building on the strong foundation we have established, we will achieve further growth as we move toward our next stage of development.

As a Group grounded in innovation, we create value from a global perspective. Through sustainable growth and contributions to society, we will continue to expand the possibilities of healthcare.



Representative Executive Officer,
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

Solve global social issues through "Collaboration", "Challenge", and "Innovation" leveraging H.U. Group assets and resources.

For more details on H.U. Group Philosophy



The Statement of H.U. Group

Healthcare for You

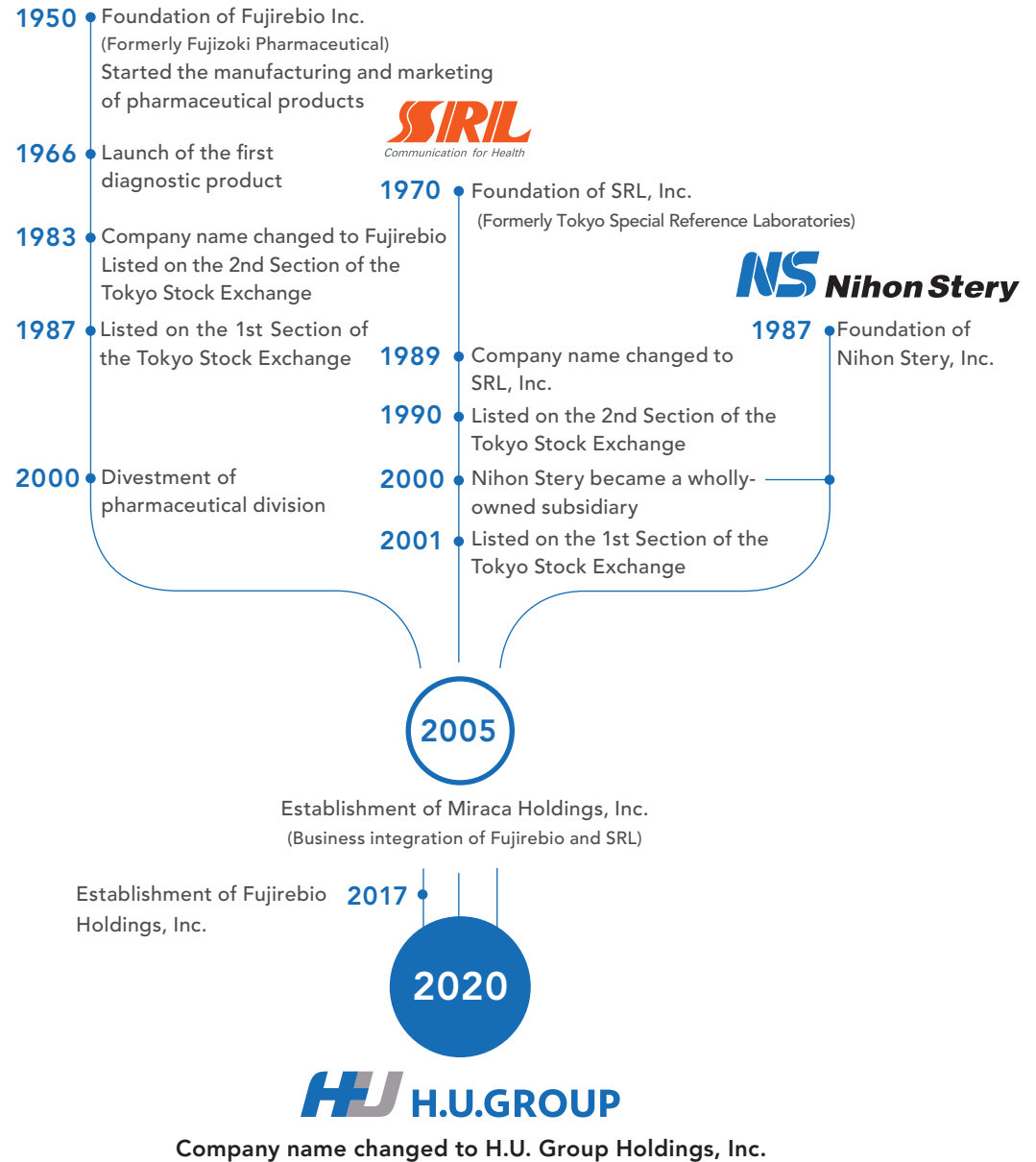
What we hold dear is the starting point for the creation of a prosperous future. That is, the health of each and every person.

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



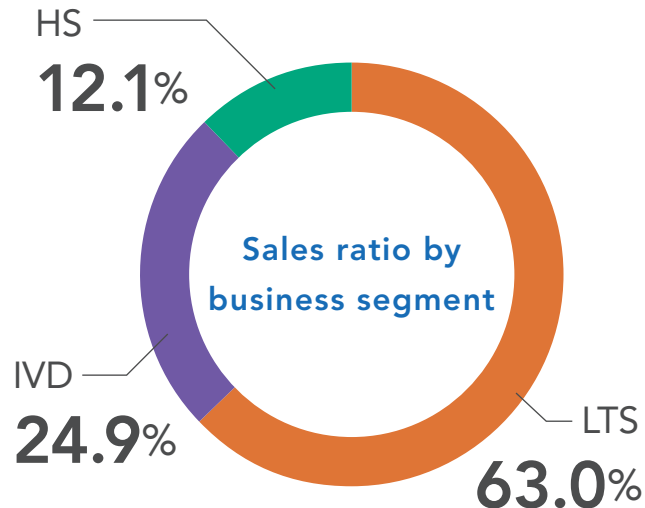
ABOUT H.U. GROUP

Overview of Business Segments

LTS
Lab Testing and its
related Services **153.0** billion
yen

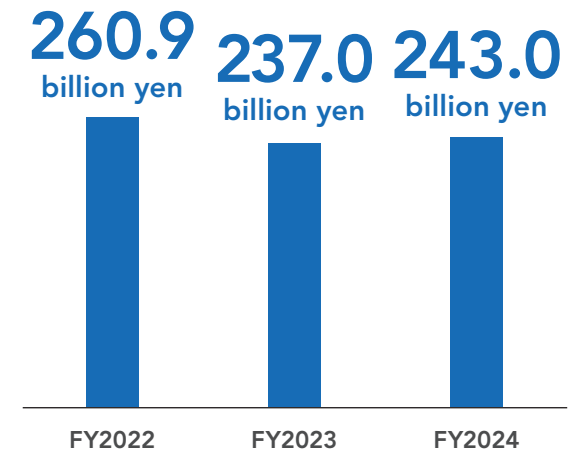
IVD
In-Vitro
Diagnostics **60.5** billion
yen

HS
Healthcare-
related Services **29.5** billion
yen



Financial results for FY2024. The percentage represents the proportion of consolidated sales.

Consolidated Net Sales



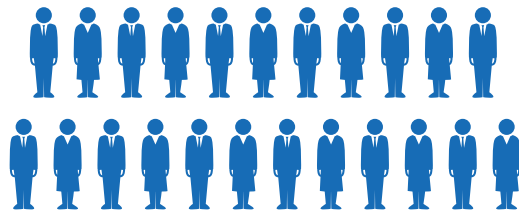
Number of Employees

Permanent employees

5,444

Temporary employees

5,287



As of March 2025

Number of Group Companies

Overseas
Approx.

15

Japan
Approx.

30



As of March 2025

Please scan for
more details



Patents



Number of patents held
(As of April 2025)

587

Number of patents
applications
(FY2024)

25

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more details



R&D Costs

10,894 million
yen



FY2024

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

2050



CO₂ (total emissions for Scope 1 and 2)

Net Zero

2030

CO₂ (total emissions for Scope 1 and 2)

37.8%

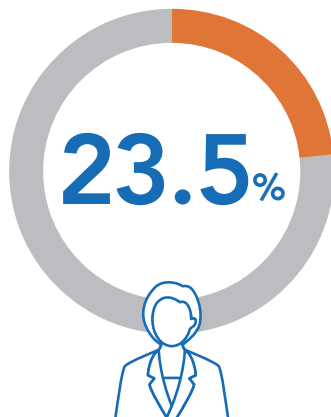
(base: FY2021)

CO₂ (total emissions for Scope 3)

22.5%

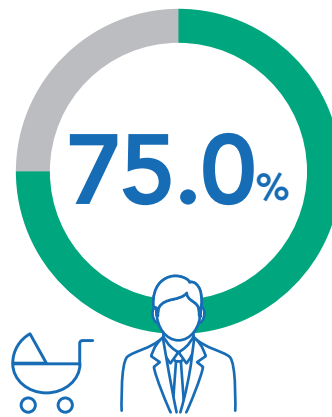
(base: FY2021)

Percentage of Female Managers



H.U. Group Holdings, Inc. and main subsidiaries
As of March 2025

Percentage of Employees Taking Parental Leave (Male)

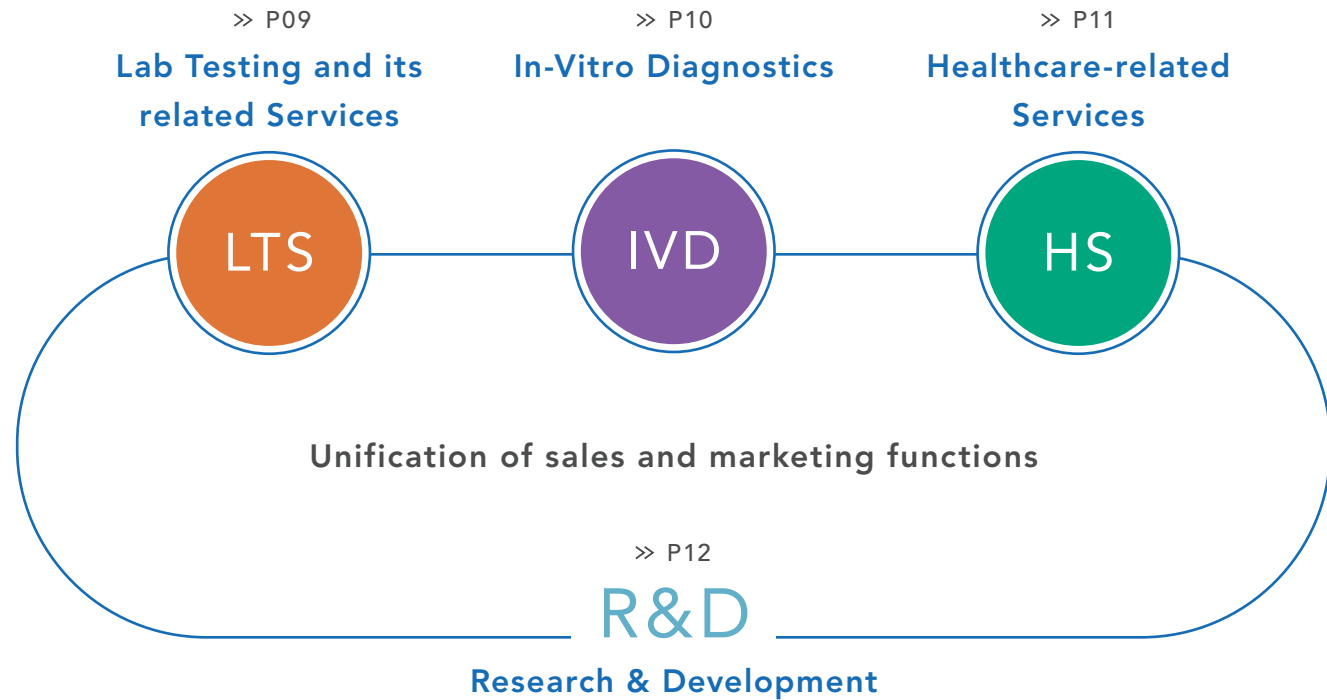


H.U. Group Holdings, Inc. and main subsidiaries
FY2024

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 integrated 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.

Integrated sales company

HU 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. With a long track record and a wealth of experience, we have earned a high level of trust. 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.

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

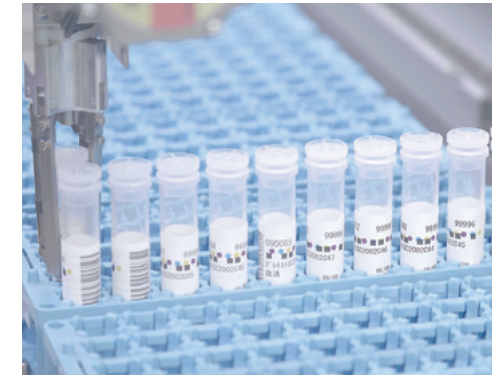
diagnostic methods.

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.

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



Proven Pioneer and Partner to the Diagnostics Industry

IVD In-Vitro Diagnostics

Please scan for 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 multiple 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.

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, StarQ care 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



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

We are driving the integration of R&D organizations across the Group. 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. 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"

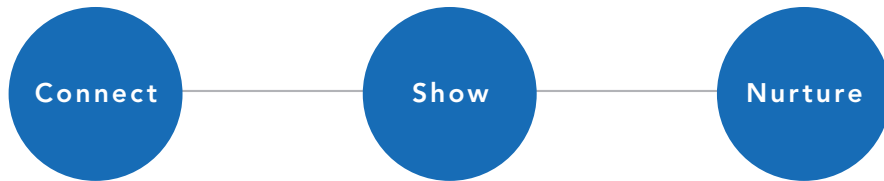
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The H.U. Group's core facility, the H.U. Bioness Complex, houses cutting-edge clinical testing laboratories capable of processing hundreds of thousands of tests a day, R&D facilities for creating innovation, a large hall that can accommodate approximately 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 to the future with state-of-the-art technology

Connect with the world through collaboration

Connect people in an open space

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 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 m²

Floor area : Approx. 71,000 m²



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.



Sagamihara Plant, Fujirebio Inc.

Europe

Japan

United States



Fujirebio Europe N.V. <Belgium>



Fujirebio Diagnostics, Inc. <US>

Our Sustainability

Please scan for more details



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.

The material issues that we must address to realize our Mission and Vision:

SDGs we are focusing on:



Resolution of social issues through our businesses



Creation of innovation



Human resource development that creates new value



Mitigation of environmental impacts



Establishment of a sustainable value chain



Strengthening corporate governance



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 Executive Officer, President and Group CEO Goki Ishikawa
Foundation	December 18, 1950
Capital stock	9,279 million yen (as of March 31,2025)
Permanent employees	5,444 (Consolidated) (as of March 31,2025)
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.

For more details on
Group companies



For more details on
Directors & Officers



The H.U. Group's
official homepage



Visit our official brand site!
(Japanese)



H.U. Group Holdings, Inc.

<https://www.hugp.com>

