

# H.U.GROUP CORPORATE PROFILE

*Healthcare for You*



H.U. Group Holdings, Inc.

Shinjuku Mitsui Building, 2-1-1 Nishishinjuku, Shinjuku-ku, Tokyo 163-0408, Japan

TEL: +81-3-5909-3335 (switchboard number)

<https://www.hugp.com>

Date of publication : July, 2022  
Printed in Japan

Version 2



## *Healthcare for You*

# TOP MESSAGE

## 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.



### Healthcare for You

**We face each and every person to provide the best healthcare to everyone.**

Our company was originally established in 1950 as Fujizoki-Pharmaceutical. Since then, we have been growing as a corporate group focusing on clinical laboratory testing and in vitro diagnostics.

In 2020, 70 years since our establishment, we changed our name to "H.U. Group Holdings" (the H.U. expresses our slogan: Healthcare for You), with the goal of contributing further to the development of healthcare. In this way, we have taken a new step forward toward the realization of sustainable growth.

During the COVID-19 pandemic, we came together as a group to contribute to infection prevention countermeasures in Japan. By steadily implementing our Group Integration, we were able to launch polymerase chain reaction (PCR) testing ahead of our competitors and develop the world's first high-sensitivity quantitative antigen test reagent.

Meanwhile, we have been accelerating our Group Integration by combining the sales and marketing functions and R&D functions of our core businesses. We have also been promoting business restructuring throughout the Group with the goal of becoming more resilient and innovative. By further enhancing these activities, we will move closer to realizing the Group's Mission of "Create new value in healthcare and thereby contribute to human health and the future of medical care."

Please expect great things from our Group as we continue to pursue new possibilities in healthcare.

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

A handwritten signature in black ink, reading "Shigetaka Taniuchi".

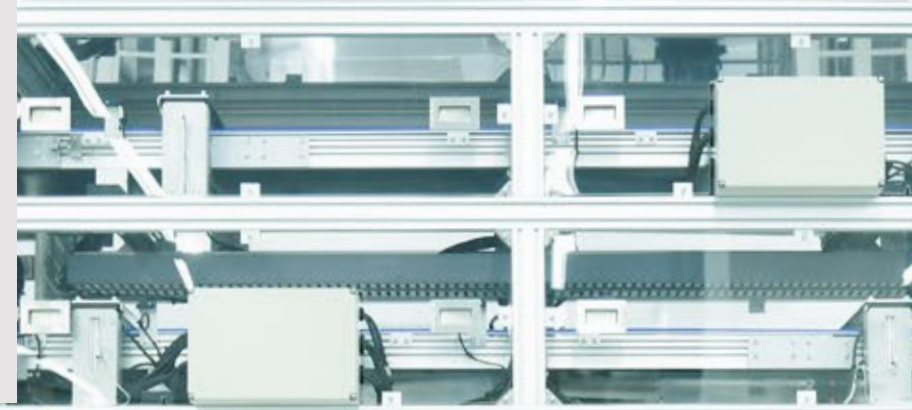


# OUR VISION, OUR FUTURE

\*Automated line area in the H.U. Bioness Complex Testing Laboratory

## Contributing to society as a unique healthcare company

The environment surrounding healthcare is changing rapidly around the world. With new needs such as preventative medicine and nursing care on the rise, medical care is advancing day by day through the implementation of ICT (Information & Communication Technology) and DX (Digital Transformation). As healthcare undergoes this drastic change, the H.U. Group will continue to contribute to society as a unique healthcare company that has "lab testing and its related services" and "in vitro diagnostics" businesses.



## Realizing our vision through integrated group management

To fully realize our vision, it is not enough for each Group company to demonstrate their individual strengths. Therefore, we are integrating the management functions of the Group through our shared Mission of "creating new value in healthcare and thereby contributing to human health and the future of medical care."

In addition, we will leverage the assets of our core businesses to create next-generation services in the area of healthcare x ICT to meet even the most advanced needs.

## Expanding our business domain and creating new businesses

For the past 70 years, we have been contributing to solving various social issues centering on healthcare, including measures against infectious diseases. In response to COVID-19, we moved quickly to establish a system for not only PCR testing but also antigen testing. The H.U. Group will continue striving to solve social issues through its unique value.

And now, we are taking a step beyond "supporting medical care with a focus on clinical testing" and expanding into healthcare. We will accelerate the operation of our new state-of-the-art central laboratory and take on other challenges to provide products and services that anticipate the needs of society, with a renewed commitment to "facing each and every person and providing the best healthcare to everyone."



## Striving to be indispensable through 2030 and beyond

In the year 2030, we aim to be a group that contributes to the development of healthcare through trust and innovation. We will strive to be an indispensable part of the social infrastructure that supports ever-changing medical care, and at the same time, contribute to the realization of a sustainable society by solving social issues through all of our corporate activities.





# SALES HEADQUARTERS SOLUTIONS

## Solving customer issues with comprehensive solutions that integrate sales functions

The H.U. Group aims to become a comprehensive healthcare company with medical care at its core. To that end, we are strengthening healthcare based on the medical services of our Group companies, from our core businesses of lab testing and sterilization to diagnosis, treatment, prevention, care, and the establishment of social infrastructure in regional communities that combines ICT and testing.

H.U. Frontier, which was established in 2020, consolidates the sales functions of the H.U. Group and optimizes each company's highly socially beneficial business for each customer. H.U. Frontier will combine the strengths of the Group's wide range of products and services to offer comprehensive solutions to customers.

## The H.U. Group's unique consulting proposals

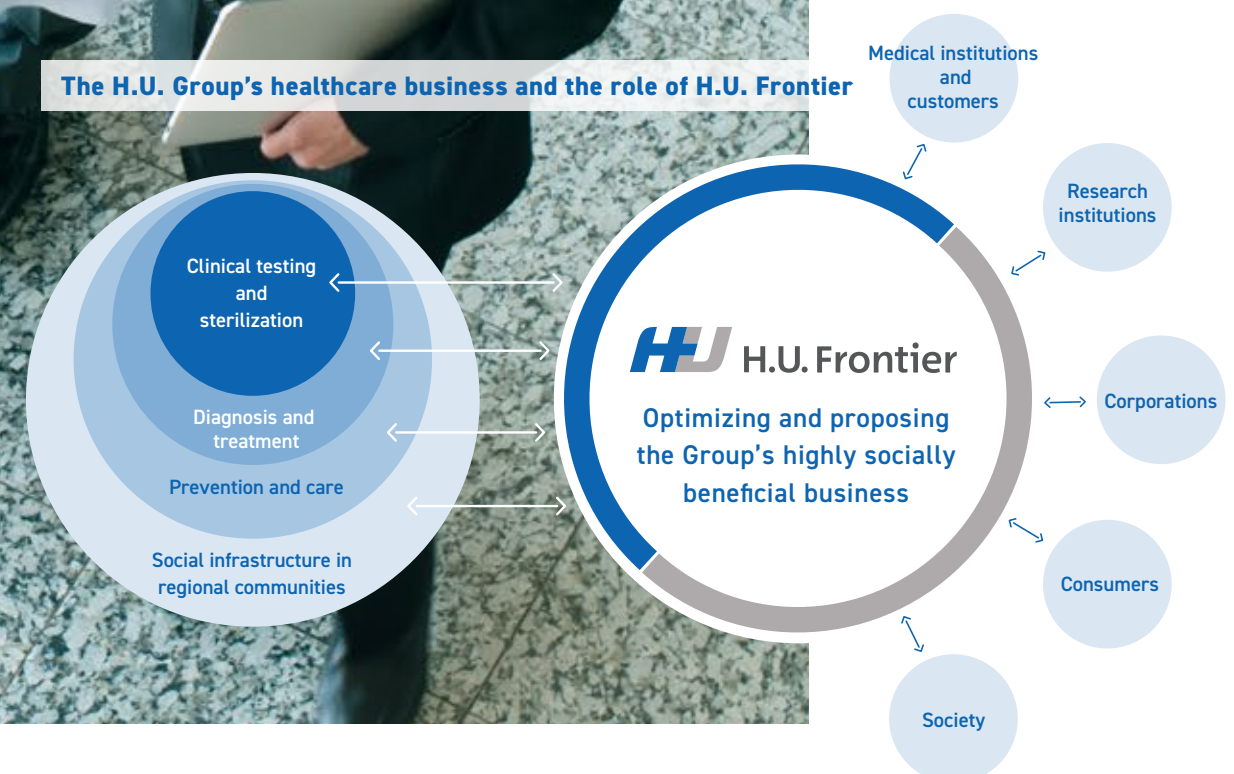
H.U. Frontier will provide new business value from the integration of H.U. Group's three businesses: Lab Testing and its related Services, In Vitro Diagnostics, and Healthcare-related Services. For example, in response to COVID-19, we offer a lineup of quantitative antigen tests, qualitative antigen tests, and PCR tests to meet a wide range of testing needs. In particular, our quantitative antigen testing has contributed greatly to Japan's border control measures at airports. In addition, H.U. Frontier's consultants propose various solutions based on customer needs, such as the adoption of a comprehensive contract scheme for medical institutions that includes off-site contract testing, in-house testing, and sterilization.

## Group-wide efforts to maximize the value provided to customers

With the environment surrounding healthcare changing rapidly, H.U. Frontier will strive to meet the healthcare needs of new lifestyles, and at the same time, contribute to solving the management issues and improving the profitability of corporate customers such as medical institutions.

The Group's customer base is centralized, with customer needs and feedback on products and services fed back to Group companies. By accelerating the development of new services and products that utilize the advanced technological capabilities of each company, the Group aims to maximize the value provided to customers as a whole.

## The H.U. Group's healthcare business and the role of H.U. Frontier

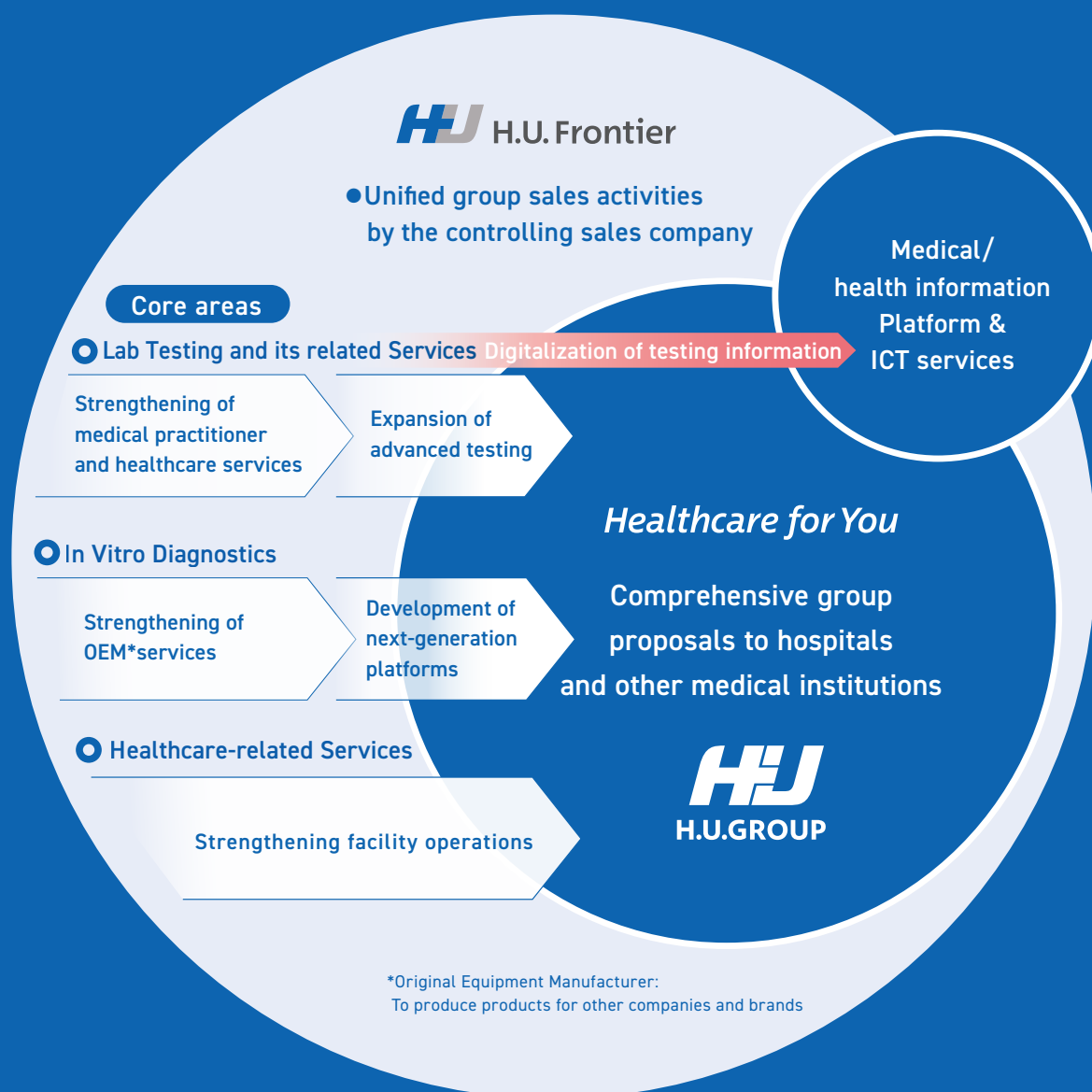




## OUR VALUES

### The Value Provided by the H.U. Group

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



The H.U. Group is a unique group of companies that has “lab testing and its related services” and “in vitro diagnostics” businesses. We are working to expand and enhance our core businesses by adding healthcare services. The creation of higher or new added value through these business activities will enhance the corporate value of the Group.

In addition to promoting the digitization of testing information in our core business, we are expanding our business into the healthcare x ICT domain by introducing and promoting ICT service tools, including PHRs\*, with the aim of utilizing data obtained through our business and establishing a medical/health information platform.

\*Personal Health Record: System that allow individuals to record and monitor their own health and medical data

# Healthcare for You

## Delivering optimal healthcare to each individual

### Medical institutions and patients

We play a bridging role to achieve appropriate medical care through testing. We provide optimal health care to patients through comprehensive services ranging from contract testing, development and manufacturing of in vitro diagnostics and instruments, laboratory operation and management, and consulting.



### Research institutions

We will develop new products and services by consolidating the Group's R&D functions and promoting open innovation with academia and research institutions in Japan and overseas in the areas of basic research and existing businesses.



### Corporations

By integrating healthcare and ICT, contributing to the development of new drugs by pharmaceutical companies, and collaborating with healthcare companies, we will promote business development unbound by conventional wisdom.



### Consumers

We will create businesses that support the health of each individual through early detection of disease, care in the pre-symptomatic stage, prevention, and self-medication.



### Society

Through the development of products and the creation of new value, we will contribute to the creation of a healthy and prosperous society and to medical care around the world.



# LTS

LAB TESTING  
AND ITS RELATED  
SERVICES



Quality Control

At SRL, we are equipped with a quality management system that prioritizes patient care and we continue to enhance testing quality.

Acquisition date	Certification	Target facility (laboratory)
1987	CAP certified	Hachioji, MUQS, Sagamihara, Central (four laboratories)
2005	ISO 15189 certified	Hachioji/MUQS/Central,Sagamihara (two laboratories)
2015	CLIA certified	Cental (one laboratories)

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



Japan's Largest Laboratory Testing  
Center with a Nationwide Network

At SRL, we are entrusted with over 200,000 laboratory tests from medical institutions nationwide every day. To be able to deliver the test results quickly and accurately, we have improved our collection system and developed proprietary technologies including specimen collection boxes according to the storage temperature and laboratory automation. We were quick to establish an entrustment system for COVID-19 related tests as well. We provide complete testing services which contribute to local healthcare through our regional laboratories across the country and our network of sales offices.

Initiatives for Advanced Medical Care

With the increase in healthcare sophistication, we have taken the lead

in implementing testing services for advanced medical care, including companion diagnostics-related tests and genome analysis, which are necessary for precision medicine (customized/optimized healthcare based on the patient's genetic information).

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.

Promoting DX to Provide New  
Services for Businesses and  
Consumers

By promoting DX, we are aiming to enrich solutions for client companies and consumers. With the combined strength of our Group companies developing unique businesses, such as Ishinban, which provides a digital platform for healthcare/medical services and H.U. Wellness, which aims to deliver the most suitable healthcare solutions for people of all ages, we will provide new services that combine healthcare and ICT.





# IVD

IN VITRO  
DIAGNOSTICS



Quality Control

At Fujirebio, we are committed to daily efforts to guarantee the highest possible quality for the products created as a result of development and manufacturing activities.

Acquisition date	Certification	Target facility
2001	2001 ISO 13485 certified	Main Office,Hachioji Office (including Hachioji Plant 3), Sagamihara Plant, Tokachiobihiro Plant, Ube Plant, Asahikawa Plant,Distribution Center (Atsugi aikawa) (All 8 domestic offices)

The LUMIPULSE® Series has Supported  
Testing for Over 25 Years



Consolidated testing device Fuxion+®, a combination of LUMIPULSE®L2400 and BioMajesty™ ZERO JCA-ZS050



The LUMIPULSE® Series Has  
Supported Testing for Over 25 years

The LUMIPULSE Series, a fully automatic chemiluminescent enzyme immunoassay system, has been highly regarded among medical institutions and testing centers for over 25 years due to its high quality and performance, as well as a wide range of reagent lineups capable of accommodating infectious disease, cancer, and lifestyle disease patients. Over 2,000 LUMIPULSE devices support medical institutions and testing centers domestically and abroad, truly making it “the world’s LUMIPULSE.” Domestically, we have been providing it as a combination device with the high-performance LUMIPULSE L2400 since 2017. We will continue to contribute to optimizing and accelerating testing.

Enhancing the Global Structure  
and OEM Business

At the H.U. Group, we presently provide products and services to over 100 countries. Fujirebio Holdings, which supervises the entire In Vitro Diagnostics business, will accelerate the implementation of the global strategy in order to provide a world-class leading product lineup. Also, we were quick to develop antigen test reagents for the novel coronavirus by taking advantage of our long years of experience with infectious disease testing. At our U.S. subsidiary, we develop and manufacture world-class cancer testing products and supply ingredients for test drugs while at our Belgian subsidiary, we develop and manufacture in vitro diagnostics for Alzheimer’s disease as a pioneer in the

field. Additionally, we are promoting and enhancing our OEM business with the tripolar business alliance between Fujirebio Diagnostics Japan, Inc., Fujirebio Diagnostics, Inc., and Fujirebio Europe N.V.

ESPRINE® Rapid diagnostics  
kit series

Fujirebio launched the ESPLINE rapid diagnostics kit series in 1997. Not needing a special testing device, it provides convenient and quick test results, which is why it is the rapid diagnostics kit of choice for influenza, hepatitis B, and the novel coronavirus at hospitals and clinics.



LUMIPULSE® G1200 Plus



LUMIPULSE® G600 II



LUMIPULSE® reagent



Influenza virus kit  
ESPLINE®Influenza A&B-N



Novel coronavirus kit  
ESPLINE® SARS-CoV-2



# HS

HEALTHCARE-RELATED  
SERVICES



Quality Control

At Nihon Stery, we have established a quality management system at the Sterilization Center in order to provide high-quality service and improve our work's traceability and transparency.

Acquisition date	Certification	Target facility
2003	ISO 9001:2015	Yamato Center, Hinode Center

A One-stop Hospital Providing  
Total Support and Assisting Efficient  
Nursing Care Operations



Surgical equipment counting work



Supporting Efficient Hospital  
Operation

Nihon Stery, Inc. provides important support services related to hospital administration work, including aid for surgical procedures and endoscope room work, inspection and maintenance services for medical equipment, and in-hospital logistics management and transportation, with a focus on internal sterilization at the central supply room and external sterilization at the Sterilization Centers (eight domestic centers). The aim is to provide an environment which enables doctors and nurses to concentrate on medical treatment.

As a medical partner, we are focused on satisfying customers' needs, and to achieve this goal, we focus on training new talent and improving quality while boasting advanced technical prowess and a team of professional technical experts.

Providing Safe and Reliable  
Nursing Care Equipment for  
the Elderly

At Care'x, we provide bulk rentals of safe and reliable nursing care equipment for the elderly through designated nursing care equipment rental businesses. We handle cleaning, disinfection, and preparation work for the equipment and deliver them to our

partner businesses while ensuring the highest quality and safety.

A Fulfilling Life Until the End in a  
Familiar Place

Medical care of the future will transition from just curing illnesses to treating and supporting the ill and will switch from hospital-centric care to regional care covering an entire geographical area. At Care'x, we provide all the support necessary for elderly people and their families to have a fulfilling life until the end in a familiar place through our home-visit nursing care service.



Cleaning work in the center





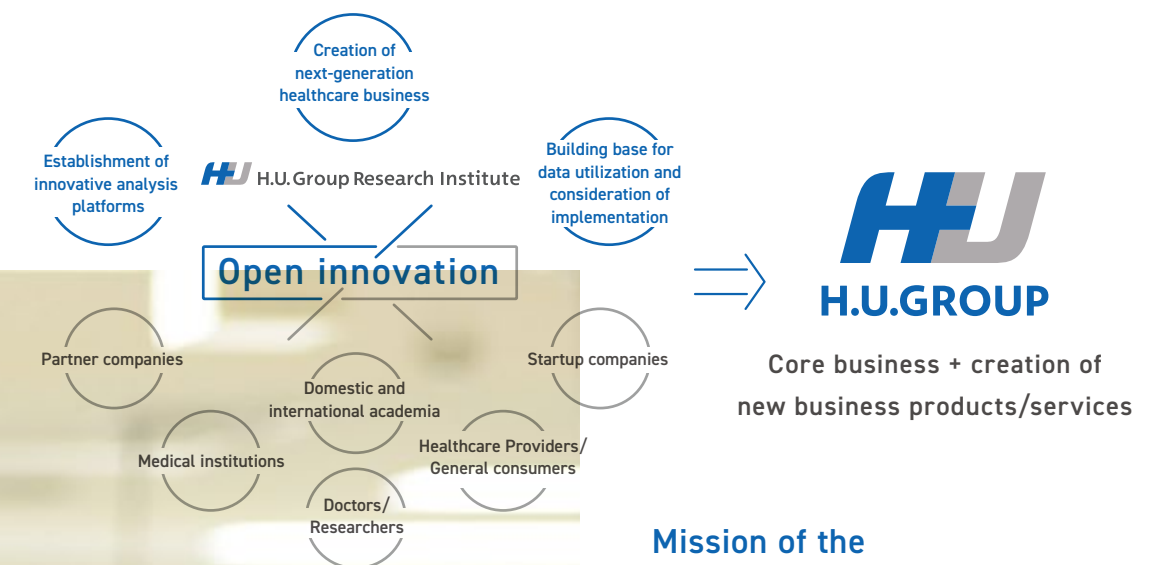
## Creating innovation through integrated R&D activities

Constantly imagining what medicine and healthcare will be like in the future, the H.U. Group is engaged in research and development (R&D) that aims to provide new values. By integrating the group's R&D capabilities and managing R&D activities at the H.U. Group Research Institute, which serves as the corporate R&D function of the H.U. Group and R&D divisions of individual business companies, the H.U. Group promotes its R&D strategies with overall optimization, as it consistently strives to share knowledge across the entire organization.



The H.U. Group Research Institute is responsible for basic research that goes on to be business seeds for the future. By promoting partnerships with companies within and outside the group, such as medical institutions, universities, etc. and creating innovation, the research institute aims to realize medium and long-term growth through the creation of new business and technologies that support next-generation growth of the group as well as business innovation. The R&D divisions of individual business companies further improve on a technological basis that has been cultivated since foundation, tackle upgrades and improvements to products and services and through integrated R&D activities with the H.U. Group Research Institute, accelerate the flexible introduction of new technologies, in addition to the development of highly competitive products and services.

# RESEARCH & DEVELOPMENT



## Mission of the H.U. Group Research Institute

### Establishment of innovative analysis platforms

By exploring new testing technologies and establishing detection principles that enable compact and quick analyses, we strive to establish a technological platform to support advanced medicine.

### Creation of next-generation healthcare business

We strive to create businesses that develop new research domains such as immunity, microbiome and next-generation treatment modalities and also businesses that realize next-generation healthcare (preventive medicine, personalized medicine, etc.)

### Building base for data utilization and consideration of implementation

We conduct AI, bioinformatics and robotics studies that use and utilize big data, which are generated from medical information as a result of research collaboration with medical institutions and various services of our group, as we proceed with building our unique research base.





# H.U. Bioness Complex

Nickname: AkirunoCube

## Facility overview

Location:	Akiruno City, Tokyo, Japan
Site area:	approx. 122,000 square meters
Total floor area:	approx. 66,000 square meters (Total of Test Laboratory, R&D, Administration and Welfare Buildings)
Base isolation/ Earthquake proof:	base-isolated structure (Test Laboratory and R&D Buildings); aseismic structure (Administration and Welfare Buildings)

## A new core facility of the H.U. Group to be launched.

The H.U. Group will open a new facility including a cutting-edge testing laboratory that will be equipped with overwhelming technological advantages and higher than ever efficiency, to be named the H.U. Bioness Complex (nickname: AkirunoCube) in Akiruno City, Tokyo in 2022.

This new facility will fully satisfy all six conditions required for facilities and functions, while having a design concept of "Connect, Show, Nurture." In addition to a wide range of basic research and the development of products and services, it will also work on environmental issues and fulfill social responsibilities such as BCP support.

## "Six conditions" required for facilities and functions

- |  |  |
|--|--|
| (1) Pursuit of automation                        | Improved testing quality<br>Improved testing speed<br>Cost reductions and labor saving |
| (2) Utilization of IT and AI                     |  |
| (3) Efficient line of motion                     |  |
| (4) Base isolated/<br>Earthquake proof structure | BCP support  |
| (5) Enhancement of R&D                           | Business growth into the future  |
| (6) Improved employee benefits                   | Improved easy-to-work<br>workplace environment   |

## BCP\* measures that continue testing during the event of a disaster

In addition to the base-isolated structure for the Testing Laboratory and R&D Buildings, the facility will be equipped with emergency generators and water tanks, thereby enabling three days (72 hours) of continued testing even in disaster situations.

\*Business Continuity Plan. This is a plan for companies to minimize damage and continue and recover business operations when a disaster or any other emergency has occurred as soon as possible.



Emergency generator

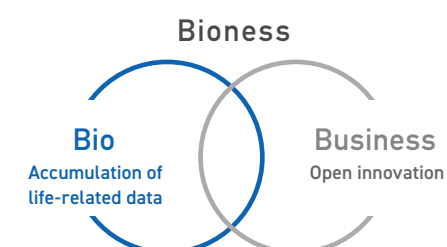


Water tank

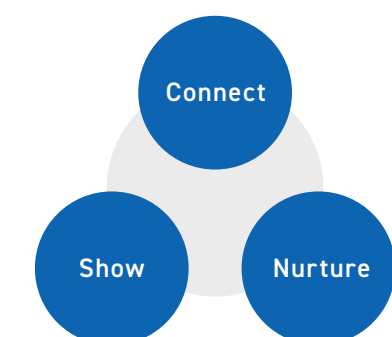
# H.U. Bioness Complex

## H.U. Bioness Complex

With this name, we attached the meaning of a "complex of healthcare businesses" of the H.U. Group. "Bioness" is a coined word from "bio" (accumulation of life-related data) and "business" (creativity causing innovation in the industry).



## Design concept





# SUSTAINABILITY

Solving social issues through business activities

## Participation in the United Nations Global Compact and contributions to SDGs

### Participation in the United Nations Global Compact

On March 15, 2019, the H.U. Group joined the United Nations Global Compact, a global initiative to realize sustainable growth in the international society. The group supports the Ten Principles of the Global Compact that are comprised of four fields: Human Rights, Labour, Environment and Anti-Corruption. The H.U. Group participates in activities that are held by the Global Compact Network Japan (GCNJ), which is a local network of UN Global Compact in Japan. GCNJ hosts subcommittee activities based on individual themes to learn about other companies' practices and from experts and to discuss and exchange opinions on ideas and initiatives pertaining to sustainability. More than ten employees from related divisions and departments of the H.U. Group participate in a wide variety of subcommittees.



### Contribution to SDGs

The H.U. Group will contribute to the achievement of the four Sustainable Development Goals(SDGs) targets below by working on solutions social issues through its main business.

#### SDGs targets

	(3.8)	Achieve universal health coverage (UHC), including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.
	(8.2)	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
	(9.1)	Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.
	(12.5)	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

## Sustainability goals

### Sustainability Roadmap (from FY2020 to FY2022)

On September 18th, 2020, the H.U. Group announced its new Medium-term Plan, H.U. 2025, as it took the first step into a new stage of its business. We renewed "Our Approach to Sustainability" in FY2019 and established a total of 10 related policies in the environmental and social areas. Then, in October 2020, we announced "H.U. Group Sustainability Roadmap" with KPIs and three-year targets from the period of FY2020 to FY2022.

#### 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.

### H.U. Group Sustainability Roadmap Three-year targets (from FY2020 to FY2022)

Quantitative targets	Qualitative targets
<div><b>Environment</b><ul style="list-style-type: none"><li>CO<sub>2</sub> emissions: -7% (Base: FY2017)</li><li>Recycling rate: +15% (Base: FY2017)</li><li>CDP: B plus</li></ul></div> <div><b>Human Rights &amp; Human Resource</b><ul style="list-style-type: none"><li>Percentage of female managers: 20%</li><li>White 500* acquisition</li></ul></div> <div><b>Procurement</b><ul style="list-style-type: none"><li>Excellent response rate (A) 90% on UNGC Self Assessment tool</li></ul></div>	<div><b>Philanthropy</b><ul style="list-style-type: none"><li>Continuous enlightenment of clinical testing for 40 years</li></ul></div> <div><b>Communication</b><ul style="list-style-type: none"><li>Holding of 1st ESG briefing session</li></ul></div> <div><b>BCP</b><ul style="list-style-type: none"><li>Start-up of the H.U. Bioness Complex (realization of high resilience)</li></ul></div>

\*The H.U. Group is promoting the concept of a healthy company.

### H.U. Group Long-Term Environmental Goals (from FY2020 to FY2030)

The H.U. Group has set Long-Term Environmental Goals for reducing CO<sub>2</sub> emissions and improving its plastic recycling rate looking ahead to FY2030 based on the two-degree scenario advanced by initiatives such as the Paris Agreement, as well as on the Osaka Blue Ocean Vision.

For further details on sustainability as it pertains to the H.U. Group, please visit our official website.



### H.U. Group Long-Term Environmental Goals

(Mid : 2020-2030)	
<b>CO<sub>2</sub> (Scope 1 and 2) emissions Absolute Target</b>	<b>Waste plastic recycling rate at major business locations</b>
 Reduced by <b>25%</b> (Base: 2020)	 <b>90%</b>
(End : 2050)	
<b>CO<sub>2</sub> (Scope 1 and 2) emissions</b>	<b>Waste plastic recycling rate at major business locations</b>
 <b>Net Zero</b>	 <b>100%</b>



# OUR NETWORK

For the in vitro diagnostics, the H.U. Group has established bases in the U.S., Europe, Asia, etc. and has provided products and services to more than 100 countries around the world.

For the lab testing and its related services, the H.U. Group established a joint venture in China, with a mission of providing high quality testing services. The H.U. Group will accelerate global expansion and deliver optimal healthcare to even more people around the world.



## Global Companies

1 Fujirebio Diagnostics AB (Sweden)



2 Fujirebio Germany GmbH

3 Fujirebio Europe N.V. (Belgium)



4 Fujirebio France SARL

5 Fujirebio Italia S.r.l.

6 Fujirebio Iberia S.L.U. (Spain)

7 CanAg Diagnostics (Beijing) Co., Ltd.

8 Fujirebio China Co., Ltd.

9 [Ping An SRL Medical Laboratories] (China)

10 SRL (Hong Kong) Limited

11 Baylor Genetics (US)

12 Fujirebio Diagnostics, Inc. (US)  
Fujirebio US, Inc.



## Business Domains and Group Companies

● H.U. Group Holdings, Inc.



● H.U. Frontier, Inc.



H.U. Group Holdings  
(Shinjuku Mitsui Building)

## Lab Testing and it's related Services

- SRL, Inc.
- Nihon Rinsho, Inc.
- HOKUSHIN Clinical Laboratory, Inc.
- SRL Kitakanto Laboratory, Inc.
- SRL International, Inc.
- Clinical Network G.K.
- H.U. Wellness, Inc.
- Ishinban, Inc.
- Japan Institute of Foods Ecology, Inc.
- SRL Medisearch Inc.
- H.U. Cells, Inc.
- KBBM, Inc.
- SRL & Shizuoka Cancer Center Collaborative Laboratories Inc.
- St. Luke's SRL Advanced Clinical Research Center, Inc.

## In Vitro Diagnostics

- Fujirebio Holdings, Inc.
- Fujirebio Inc.
- Advanced Life Science Institute, Inc.
- Fujirebio Diagnostics Japan, Inc.

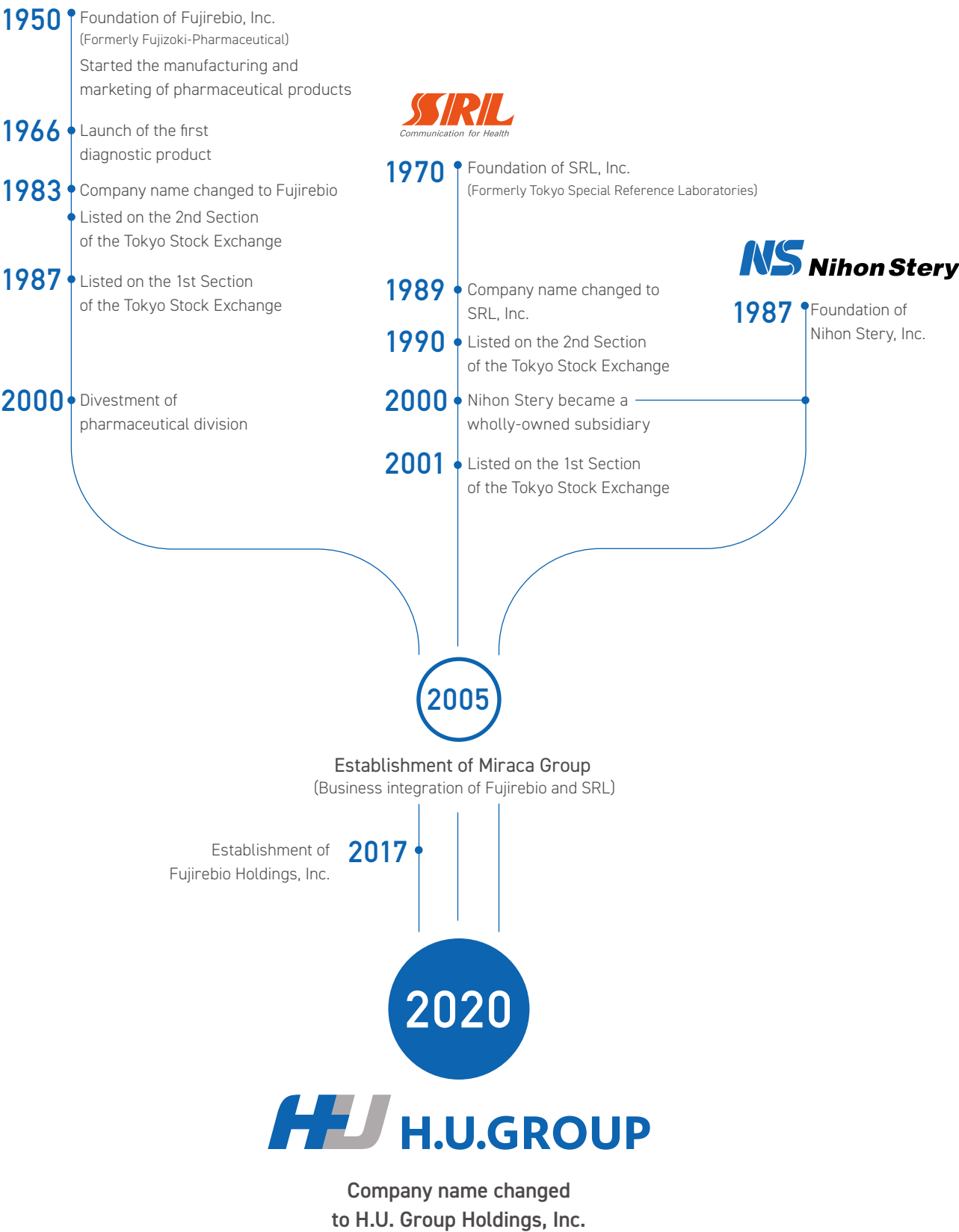
## Healthcare-Related Services

- Nihon Stery, Inc.
- Care'x Inc.

- H.U. Group Research Institute G.K.
- H.U. Cast, Inc.
- Medicofrontier G.K.
- MSF Capital Partners G.K.

# HISTORY

History of the H.U. Group



## CORPORATE PROFILE

**Corporate name**  
H.U. Group Holdings, Inc.

**Headquarters**  
Shinjuku Mitsui Building, 2-1-1 Nishishinjuku, Shinjuku-ku, Tokyo 163-0408 Japan  
TEL: +81-3-5909-3335 (switchboard number)

**Representative**  
Shigekazu Takeuchi  
Director, President and Group CEO

**Foundation**  
December 18, 1950

**Capital stock**  
9,231 million yen (as of March31,2022)

**Number of employees (consolidated)**  
5,444 (as of March 31,2022)

**Management structure**  
Company with three committees under the Companies Act of Japan

**Main subsidiaries**  
SRL, Inc., Fujirebio Inc. and Nihon Stery, Inc.

## Directors & Officers (as of June 22, 2021)

Board of Directors		
Directors	Outside Directors	
Shigekazu Takeuchi	Shigehiro Aoyama	
Naoki Kitamura	Futomichi Amano	
	Ryoji Itoh	
	Moegi Shirakawa	
	Keiji Miyakawa	
	Susumu Yamauchi	

Directors on Committees		
Nominating Committee	Audit Committee	Compensation Committee
Shigehiro Aoyama (Chairman)	Futomichi Amano (Chairman)	Ryoji Itoh (Chairman)
Ryoji Itoh	Moegi Shirakawa	Keiji Miyakawa
Shigekazu Takeuchi	Keiji Miyakawa	Susumu Yamauchi

Executive Officers	
President and Group CEO	Executive Officers
Shigekazu Takeuchi	Shunichi Higashi
	Goki Ishikawa
	Toshihiko Shimizu
	Atsuko Murakami
	Kazuya Omi
	Tadashi Hasegawa
	Hiroaki Kimura

Executive Officers	
Managing Executive Officer	
Naoki Kitamura	