H.U. GROUP
CORPORATE PROFILE

Healthcare for You
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 Takahashi
Director, Chairman, President and Group CEO
H.U. Group Holdings, Inc.
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.

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

1950 Foundation of Fujirebio Inc. (Formerly Fujizoki Pharmaceutical)
Started the manufacturing and marketing of pharmaceutical products

1966 Launch of the first diagnostic product

1970 Foundation of SRL, Inc. (Formerly Tokyo Special Reference Laboratories)

1983 Company name changed to Fujirebio
Listed on the 2nd Section of the Tokyo Stock Exchange

1987 Listed on the 1st Section of the Tokyo Stock Exchange

1989 Company name changed to SRL, Inc.

1990 Listed on the 2nd Section of the Tokyo Stock Exchange

2000 Divestment of pharmaceutical division

2000 Nihon Stery became a wholly-owned subsidiary
Listed on the 1st Section of the Tokyo Stock Exchange

2001 Establishment of Miraca Holdings, Inc.
(Business integration of Fujirebio and SRL)

2005 Establishment of Miraca Holdings, Inc.

2005 Establishment of Fujirebio Holdings, Inc.

2007 Company name changed to H.U. Group Holdings, Inc.

2020 H.U. Group Corporate Profile
Overview of Business Segments

LTS
Lab Testing and its related Services
163.1 billion yen

IVD
In-Vitro Diagnostics
70.1 billion yen

HS
Healthcare-related Services
27.8 billion yen

Sales ratio by business segment

LTS 62.5%
HS 10.6%
IVD 26.9%

Consolidated Net Sales

FY2020
223.0 billion yen

FY2021
272.9 billion yen

FY2022
260.9 billion yen

Number of Group Companies

Overseas
Approx. 20

Japan
Approx. 30

Number of Employees

 Permanent employees
5,437

 Temporary employees
6,124

As of March 2023

Financial results for FY2022. The percentage represents the proportion of consolidated sales.

Patents

Number of patents held
(As of April 2023)
609

Number of patents applications
(FY2022)
17

As of March 2023
R&D Costs and Number of Laboratories

- R&D costs (FY2022): ¥9,556 million yen
- Laboratories (As of March 2023): Approx. 50 nationwide

Percentage of Female Managers

- As of March 2023: 20.2%

Percentage of Employees Taking Parental Leave (Male/Female)

- Male: 71.4%
- Female: 100%


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

- 2050: Net Zero
- CO₂ (total emissions for Scope 1 and 2)
  - 2030: 37.8% Reduction (base: FY2021)
  - 2025: 16.8% Reduction (base: FY2021)
- CO₂ (total emissions for Scope 3)
  - 2030: 22.5% Reduction (base: FY2021)
  - 2025: 10.0% Reduction (base: FY2021)
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.

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

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

Lab Testing and its related Services

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 over 200,000 laboratory tests from medical institutions nationwide every day. In the field of clinical testing, we boast 23.4%*1 of the domestic market, making us the top clinical testing company in Japan. SRL, the core of our Lab Testing and its related Services (LTS) business, specializes in “esoteric testing,” such as genetic and oncology testing, which requires advanced technical expertise. SRL currently does business with approximately 80% of the large hospitals in Japan*2. In the field of private healthcare facilities (private hospitals or clinics), we do business with approximately 14,000 facilities*3 nationwide, contributing to local healthcare by providing attentive and prompt services.

*1 Source: Clinical Laboratory Center Directory 2023, Yano Research Institute Ltd.
*2 According to SRL research (Based on the number of transactions with facilities with 300 or more beds)
*3 According to SRL research (Based on the number of transactions with private healthcare facilities with less than 300 beds)

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.
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 will strive to develop a platform that shapes future testing.
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.
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. Bioness Complex: H.U. Group’s Core Facility
Symbol of H.U. Group’s Mission to “Create New Value in Healthcare”

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 m²
Floor area: Approx. 66,000 m² (Total area of Testing Laboratory, R&D, Administration and Welfare buildings)
The H.U. Group’s Global Expansion

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.
Our Sustainability

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

- CO₂ emissions: -12.6% (base: FY2021)
- Waste plastic recycling rate: 82%

Social

- 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*1 time per employee: Over 30 hours
- Excellent response rate (A) on UNGC Self Assessment tool: 75%*2
- Meetings with our suppliers to exchange opinions on sustainability: 30 companies*2

Governance

- 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: 9,274 million yen (as of March 31, 2023)

Permanent employees: 5,437 (Consolidated) (as of March 31, 2023)

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